

from:craig_frazier

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Maher

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#AnxietyFeelsLike

10.6K Tweets

#Supernatural

25.1K Tweets

#BillieEilishisoverparty

8,195 Tweets

Jourdan Lewis

2,341 Tweets

JP Holtz

#CharlieBrownChristmas

6,043 Tweets

Kyle Fuller

Mrazek

1,827 Tweets



Craig Frazier, SPHR @craig_frazier · Aug 28

Beautiful night for a baseball game with my work buds!!! #GoKBA



5



Craig Frazier, SPHR @craig_frazier · Aug 22

Replying to @HRDudette

In my experience the political perspectives I have seen shared on twitter tend to shut down more conversation than they start...labeling, assuming, projecting and blaming are not helpful to being open and understanding of all perspectives. #IMO

1



Craig Frazier, SPHR @craig_frazier · Aug 22

I don't get into politics on this account. As an HR leader and professional I think it is important we understand different perspectives as we work in a diverse workforce. My political opinion doesn't matter at work.

10



Craig Frazier, SPHR @craig_frazier · Aug 18

Replying to @KevinHRHubbard

Yeah I use facebook mostly to post pics of our family adventures...

1



Craig Frazier, SPHR @craig_frazier · Aug 18

Replying to @KevinHRHubbard

Will do!

1



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1 6

**Craig Frazier, SPHR** @craig_frazier · Aug 17

This about sums it up! Thanks for the awesome tshirt @ApplicantPro!
#HRIndiana



1 11

**Craig Frazier, SPHR** @craig_frazier · Aug 14

Replying to @MeganNail @hrindianashrm
Definitely! Thanks Megan!

**Craig Frazier, SPHR** @craig_frazier · Aug 14

Had so much fun hanging out with a bunch of awesome HR professionals and taking in a TON of great info @hrindianashrm! Already looking forward to next year thank you #HRIndiana!!!



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1 8

**Craig Frazier, SPHR** @craig_frazier · Aug 14Replying to @CVanderpool44 @hrindianashrm @drewcherryhr
Haha!!! Yes...and the delicious creme pie!

1

**Craig Frazier, SPHR** @craig_frazier · Aug 14Replying to @jason_barnaby @hrindianashrm and 3 others
Fun times!!!! **Craig Frazier, SPHR** @craig_frazier · Aug 14

So fun hearing Lauren speak at the @hrindianashrm conference this year and then getting to catch up for lunch! #HRPro #HRIndiana #HRFavs



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Craig Frazier, SPHR @craig_frazier · Aug 14
#HRIndiana unofficial twitter crew! Missing a few members in the pic but thanks for sharing all the tweets during the conference this year! It was a BLAST!!!
[@hrindianashrm](#)



from:craig_frazier

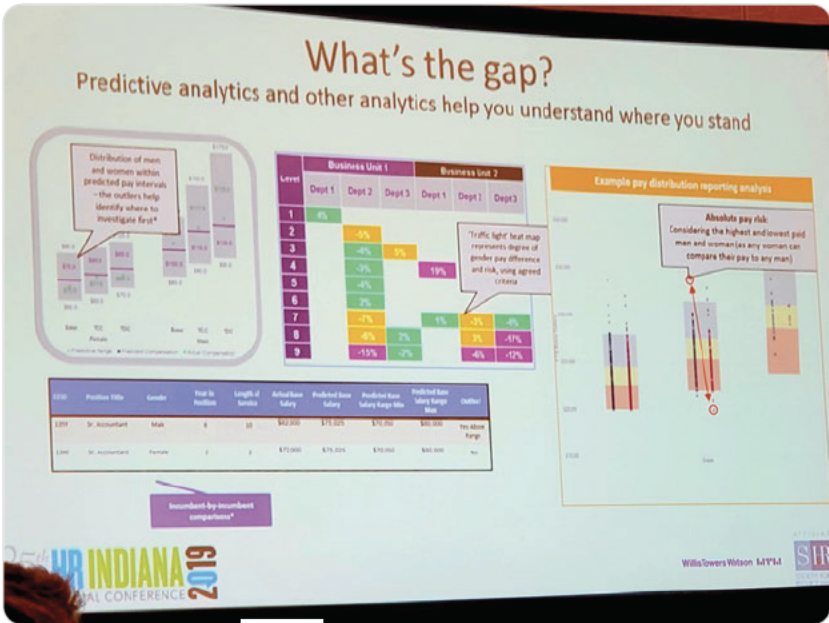
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1 9



Craig Frazier, SPHR @craig_frazier · Aug 14
Great info on payroll fairness and analysis happening right now @hrindianashrm via Lindsay Wiggins #HRIndiana



3



Craig Frazier, SPHR @craig_frazier · Aug 14
Hoping to catch up with all my Twitter buds during the luncheon today! Need a #TwitterCrew group pic! #HRIndiana @hrindianashrm



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4 4

**Craig Frazier, SPHR** @craig_frazier · Aug 14Replying to @AndiCale @hrindianashrm and 11 others
Maybe next year! Great to connect on Twitter! #HRBuds

4

**Craig Frazier, SPHR** @craig_frazier · Aug 14

Feedback without being specific is just a comment. Be specific in your feedback and bless your employees with honest praise. #HRIndiana @hrindianashrm via @jeffnischwitz

3 10

**Craig Frazier, SPHR** @craig_frazier · Aug 14

If you don't feel like a difference-maker it is because you are choosing not to make a difference. #HRIndiana #Leadership @jeffnischwitz

2 6



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Me and @drewcherry are gonna be in the session with @jermischwitz on Shaking Up Your Leadership --> JOIN US!!! #HRIndiana

1

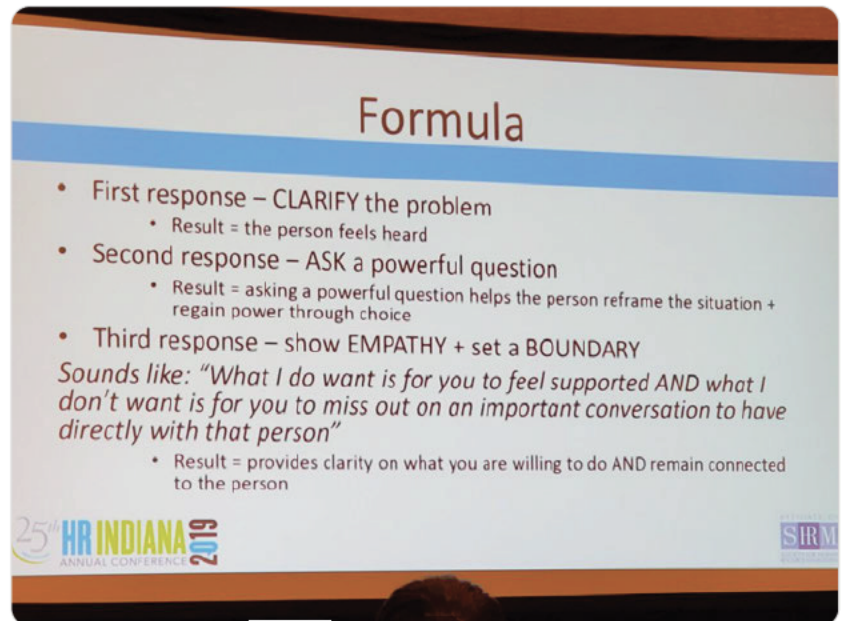


4



Craig Frazier, SPHR @craig_frazier · Aug 14

Having a BLAST talking workplace drama with solutions from Lauren Moffatt! @hrindianashrm #HRIndiana



1

4



Craig Frazier, SPHR @craig_frazier · Aug 14

Replying to @KevinHRHubbard @AndiCale and 12 others
Yes!!!!



1



Craig Frazier, SPHR @craig_frazier · Aug 14

Replying to @melahelpbird @hrindianashrm and 10 others
I know right?!? Where are you my friend? We need a pic!



2



Craig Frazier, SPHR @craig_frazier · Aug 14

Look who I ran into today!!! @CarrieBairdHR #HRFavs #HRIndiana @hrindianashrm





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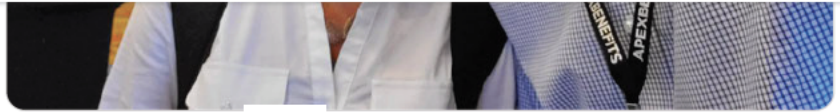


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2

**Craig Frazier, SPHR** @craig_frazier · Aug 14

Replying to @AndiCale @hrindianashrm and 11 others

Hurrray!!! Would love to meet you in real life and connect as well!



2



2

**Craig Frazier, SPHR** @craig_frazier · Aug 14

Some of the HR pros from @hrindianashrm you should be following -->

@drewcherryhr @youngkm413 @HannahNorthup @melahpbird

@JessLStephenson @CVanderpool44 @ErinMStevens @jfew_76 @yorkjeremy

@LeighCrick1 @AngieJB123 #HRIndiana #HRIndiana19



2



2

14

**Craig Frazier, SPHR** @craig_frazier · Aug 13

Replying to @drewcherryhr @CVanderpool44

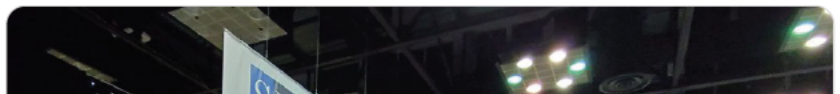
**Craig Frazier, SPHR** @craig_frazier · Aug 13

Replying to @CarrieBairdHR @CyWakeman @IndySHRM

Yeah she is so good!

**Craig Frazier, SPHR** @craig_frazier · Aug 13

Had fun today hanging out at the "Sherman Lounge" and checking out all the vendors on day 2 of @hrindianashrm!!! #HRIndiana





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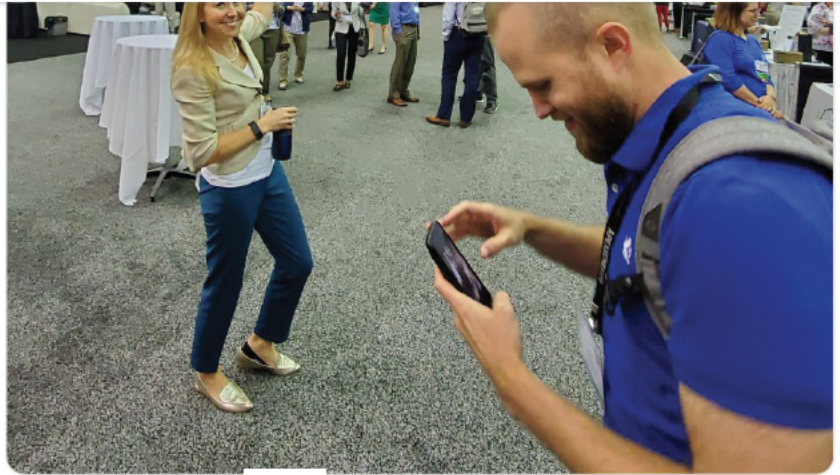
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**Craig Frazier, SPHR** @craig_frazier · Aug 13My @hrindianashrm best buds! @drewcherryhr and @CVanderpool44
#HRIndiana

1



1

4

**Craig Frazier, SPHR** @craig_frazier · Aug 13Replying to @youngkm413 @drewcherryhr and 2 others
@youngkm413 - we will miss you tomorrow!!!

from:craig_frazier

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10



Craig Frazier, SPHR @craig_frazier · Aug 13

Our suffering comes from our STORY not from our REALITY. #HRIndiana
@hrindianashrm



1

4



Craig Frazier, SPHR @craig_frazier · Aug 13

Change is not hard, it is only difficult for those that are unready. via
@CyWakeman @hrindianashrm #HRIndiana



8



Craig Frazier, SPHR @craig_frazier · Aug 13

Drama comes from ego-based behavior. Build in self-reflection to combat ego.
#HRIndiana #NoEgo



2



Craig Frazier, SPHR @craig_frazier · Aug 13

The average good performer spends 2.5 hours a day or 816 hours a year in drama. [#WastedTime](#) [#HRIndiana](#) [@hrindianashrm](#)



1



2

6



Craig Frazier, SPHR @craig_frazier · Aug 13

Everyone knows what great looks like but most people don't want to hold themselves to that standard. [#hrindiana](#)



1

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**Craig Frazier, SPHR** @craig_frazier · Aug 13

Replying to @Mrs_B_OHara @hrindianashrm

Yes! Great session! #HRIndiana

**Craig Frazier, SPHR** @craig_frazier · Aug 13

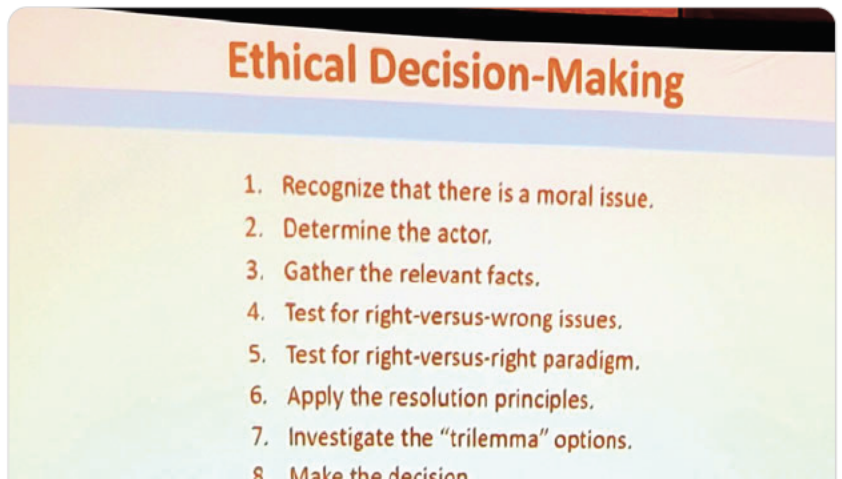
Replying to @youngkm413



1

**Craig Frazier, SPHR** @craig_frazier · Aug 13Build a sustainable culture by doing the right thing for your organization. #Ethics
#HRIndiana

2

**Craig Frazier, SPHR** @craig_frazier · Aug 13The Ethical Decision-Making "Cheat" Sheet via @kahlrichs @hrindianashrm
#HRIndiana #Ethics



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Ethics is vital to an organization. A good company reputation attracts quality employees. Is HR leading the [#Ethics](#) discussion? [#HRIndiana](#) [@hrindianashrm](#)



1



Craig Frazier, SPHR [@craig_frazier](#) · Aug 13

Ethics requires trust...trust in others to do the right thing too. [#HRIndiana](#) [#Ethics](#)



4



Craig Frazier, SPHR [@craig_frazier](#) · Aug 13

How many HR pros have ethics and integrity as part of the onboarding process for new hires? [#HRIndiana](#) [#Ethics](#)



2



2

5



Craig Frazier, SPHR [@craig_frazier](#) · Aug 13

Fav moment from Michael J. Fox talk [@hrindianashrm](#) - "What do you want people to remember most about you?..... I don't care." 🤔 [#HRIndiana](#)



1



7



Craig Frazier, SPHR [@craig_frazier](#) · Aug 13

Have been looking forward to Ethics in a Modern World with [@kahlrichs!](#) [#HRIndiana](#)



2



Craig Frazier, SPHR [@craig_frazier](#) · Aug 13

So many times we get something we want and then immediately start looking for what is wrong, instead of appreciating all that is good about it. Michael J. Fox [@hrindianashrm](#) [#HRIndiana](#)



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Craig Frazier, SPHR @craig_frazier · Aug 13

Day 2 of @hrindianashrm kicking it off like #HRIndiana



 3

 9



Craig Frazier, SPHR @craig_frazier · Aug 12

Replying to @melahalpbird @hrindianashrm

Hey Melissa!!! We gotta catch up!



 2



Craig Frazier, SPHR @craig_frazier · Aug 12

Just never know who you will meet at the @hrindianashrm networking events!!!

#HRIndiana





 3



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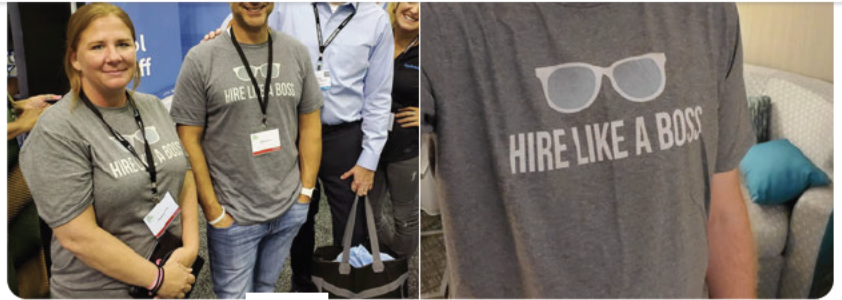


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1 5

**Craig Frazier, SPHR** @craig_frazier · Aug 12Workplace Investigations: identify evidence that may need to be preserved as soon as possible. A video that you no longer have will not help. [#HRIndiana](#)

1

**Craig Frazier, SPHR** @craig_frazier · Aug 12Workplace Investigations: complaint should be documented within 24 hours of a reported violation. [#HRIndiana](#)

2

**Craig Frazier, SPHR** @craig_frazier · Aug 12Privacy and Cyber Security: 2 biggest risks of a data breach for a company come from 1) employees and 2) vendors [@bjmcginnis](#) [#HRIndiana](#)

1

**Craig Frazier, SPHR** @craig_frazier · Aug 12Cognitive diversity is valuable - men and women think differently and both perspectives matter. [@IndyAllison](#) [@hrindianashrm](#) [#HRIndiana](#)

1 4

**Craig Frazier, SPHR** @craig_frazier · Aug 12Give your people a reason to care...it is up to HR to drive culture. [@hrindianashrm](#) [#HRIndiana](#)

1 3

**Craig Frazier, SPHR** @craig_frazier · Aug 12Motivating employees requires structure, clarity and vision from leaders and the creation of a culture where everyone feels that their contribution is valued. [@IndyAllison](#) [#HRIndiana](#)

2 4

**Craig Frazier, SPHR** @craig_frazier · Aug 12Replying to [@drewcherryhr](#) [@CVanderpool44](#)
Yes can't wait to see my buds!!!



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**Craig Frazier, SPHR** @craig_frazier · Aug 12

Opening keynote from @IndyAllison happening now!!! #HRIndiana



4

**Craig Frazier, SPHR** @craig_frazier · Aug 12

I will be live-tweeting the AWESOME sessions from the @hrindianashrm conference this week...stay tuned! #HRIndiana #HRRocks



1



5

**Craig Frazier, SPHR** @craig_frazier · Aug 9

Replying to @OfftheRecordHR @hrindianashrm

Yes! 🙌



1

**Craig Frazier, SPHR** @craig_frazier · Aug 9

Replying to @HannahNorthup @hrindianashrm

Hahaha...thanks Hannah! Hope to see you next week with the rest of my HR buds!!!



1

**Craig Frazier, SPHR** @craig_frazier · Aug 9

Be on the lookout for a TON of great HR info being shared next week from the @hrindianashrm conference!!! #HRIndiana #INSHRM

from:craig_frazier

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Craig Frazier, SPHR @craig_frazier · Aug 9

Thanks for the follow @DavidNovakOGO! Your talk at #INSHRM a couple years ago was one of my favorites keynotes in all the years I have been attending. #RubberChickens

 2

 1

 6



Craig Frazier, SPHR @craig_frazier · Aug 5

Looking forward too seeing some of my favorite HR buds @IndySHRM next week!!!



 2



Craig Frazier, SPHR @craig_frazier · Jul 30

Sometimes when you are feeling stressed / overwhelmed the best thing you can do is organize your physical desktop and cleanup / delete extra files icons on your computer desktop.







Craig Frazier, SPHR @craig_frazier · Jun 18

Wow this is a big deal. Labor Board Grants Employers Greater Rights:



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[Top](#) [Latest](#) [People](#) [Photos](#) [Videos](#) [News](#) [Broadcasts](#)**Craig Frazier, SPHR** @craig_frazier · May 3

BLS Announces Lowest Unemployment in 50 Years

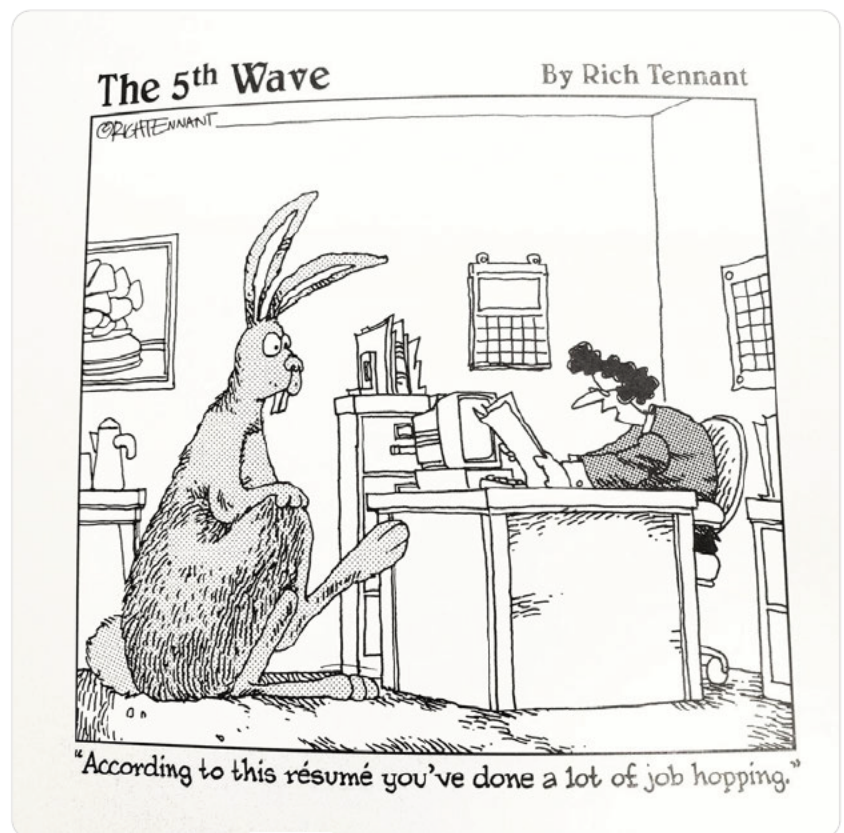
**Craig Frazier, SPHR** @craig_frazier · Apr 21

Replying to @KJJ_Karen @leadershiftproj and 13 others

Such a great list! Thank you Karen. Happy Easter friends!



6

**Craig Frazier, SPHR** @craig_frazier · Apr 18

1

**Craig Frazier, SPHR** @craig_frazier · Apr 13

Replying to @sbrownehr @jeffwren01 and 15 others



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18

**Craig Frazier, SPHR** @craig_frazier · Mar 1

"In business, buy-in is not an option - it's a condition of employment, a core job responsibility. It is the way people are supposed to show up." - No Ego via @CyWakeman



1

**Craig Frazier, SPHR** @craig_frazier · Feb 22

Replying to @jesbeckemeyer @KyraMatkovichHR and 25 others
Thanks for the intro Drew!!! Hi Jes! You will not go wrong with this group...some of my fav HR pros are here! Happy Friday HR!!!



1

10

**Craig Frazier, SPHR** @craig_frazier · Feb 18

Replying to @kayminerHR
Yes! I have so many to read as well...this one is a good one!



1

**Craig Frazier, SPHR** @craig_frazier · Feb 18

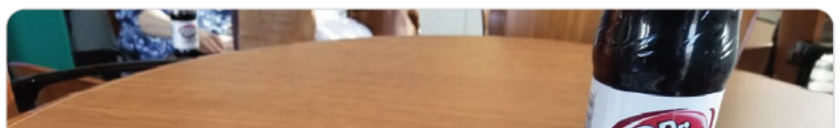
Replying to @CyWakeman
Will do Cy - thank you!



1

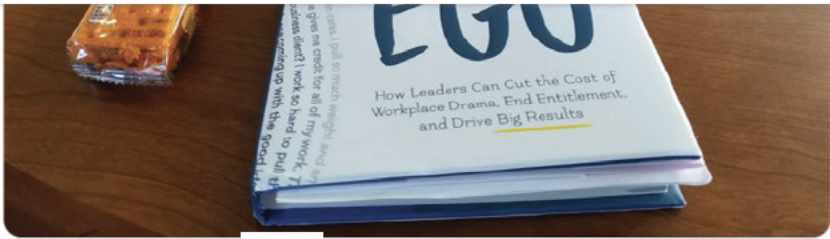
**Craig Frazier, SPHR** @craig_frazier · Feb 18

"One of the principle roles of leadership is to issue the call to greatness and help others be great". - No Ego by @CyWakeman



from:craig_frazier

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1 10



Craig Frazier, SPHR @craig_frazier · Feb 5

Replying to @youngkm413
Hi Kayla!!! I am already looking forward to seeing you and my other HR buds again soon!!!

1 1



Craig Frazier, SPHR @craig_frazier · Feb 5

Replying to @adamvietDSM
Thanks Adam - you too!

1



Craig Frazier, SPHR @craig_frazier · Feb 5

It is a great day to work in Human Resources!!! #Thankful #HRPositive

3



Craig Frazier, SPHR @craig_frazier · Jan 18

Replying to @sbrownehr @cecilehcm and 13 others
Awesome list! Happy Friday!





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Replying to [@drewcherryhr](#) [@CVanderpool44](#) and 11 others
You too buddy!!! Thanks for including me in this AWESOME group!!! Happy 2019!

1



8



Craig Frazier, SPHR [@craig_frazier](#) · 13 Dec 2018
Happy Thankful Thursday! What are you thankful for today?

2



3



Craig Frazier, SPHR [@craig_frazier](#) · 23 Nov 2018
Replying to [@SHRMCallieZ](#) [@TheHRPanda](#) and 33 others
5 things (not ppl) I love since [@SHRMCallieZ](#) tagged me:

1. Fall weather
2. Video games
3. Cinnamon rolls
4. Movies
5. Business books

Tagging [@youngkm413](#) [@jfew_76](#) [@melahalpbird](#) [@becarpenterjr](#)
[@kayyminerHR](#)

share their fav things & tag 5 ppl



15



Craig Frazier, SPHR [@craig_frazier](#) · 21 Nov 2018
Replying to [@sbrownehr](#) [@CrossoverHR](#) and 14 others
Thank you my friend! I am thankful for you and my HR friends here as well!



4



Craig Frazier, SPHR [@craig_frazier](#) · 6 Nov 2018
To my fellow HR pros...please remember there are many who disagree with your political statements. Don't undermine the credibility of your position just to score a cheap political point. [#ElectionDay](#)



1

3



Craig Frazier, SPHR [@craig_frazier](#) · 6 Nov 2018
Replying to [@HRJazzy](#)
Shaming on either side isn't cool.

1



Craig Frazier, SPHR [@craig_frazier](#) · 12 Oct 2018
Got a notice facebook updated...great! I wonder what new and exciting setting or privacy changes I will find in the coming days.



1



Craig Frazier, SPHR [@craig_frazier](#) · 10 Oct 2018
Replying to [@KyraMatkovichHR](#) [@conmkw](#)
Lol...that coffee mug looks HUGE!!!

from:craig_frazier

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Congrats!!! That is a truly fantastic achievement!

**Craig Frazier, SPHR** [@craig_frazier](#) · 24 Sep 2018

I think all of those work pretty well...we need a theme song too!

**Drew Cherry, SHRM-CP** [@drewcherryhr](#)Happy Monday! [@craig_frazier](#) [@CVanderpool44](#) Hope you both have a great one! By the way, did we ever come up with our nickname...3 amigos, 3 musketeers, 3 stooges lol?

1



1

**Craig Frazier, SPHR** [@craig_frazier](#) · 17 Sep 2018Replying to [@Russell_HR_](#)

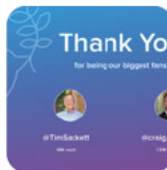
I ask my folks to do things all the time that I COULD do myself but I want them to ultimately know how to do it so next time I don't even have to ask.



1

**Craig Frazier, SPHR** [@craig_frazier](#) · 14 Sep 2018

Wow...great company here!!!

**Michael Mullady** [@mjmulldady](#)Our biggest fans this week: [@TimSackett](#), [@craig_frazier](#). Thank you! via [sumall.com/thankyou?utm_s...](#)

5

**Craig Frazier, SPHR** [@craig_frazier](#) · 25 Aug 2018Llama sighting [@hrindianashrm](#) #HRSpiritAnimal with [@AngieJB123](#) [@ErinMStevens](#) [@sbrownehr](#)

from:craig_frazier

[Top](#) [Latest](#) [People](#) [Photos](#) [Videos](#) [News](#) [Broadcasts](#)**Craig Frazier, SPHR** @craig_frazier · 24 Aug 2018Replying to @CVanderpool44 @hrindianashrm @drewcherryhr
YES!!! 😄

1

**Craig Frazier, SPHR** @craig_frazier · 22 Aug 2018Replying to @drewcherryhr @hrindianashrm @CVanderpool44
Lol...they put up with me!

1

**Craig Frazier, SPHR** @craig_frazier · 22 Aug 2018

I had a BLAST making new HR friends and reconnecting with my #HRBuds for another great @hrindianashrm conference! #BestOneYet See you all next year!!! #HRIndiana



3

14

**Craig Frazier, SPHR** @craig_frazier · 22 Aug 2018

Great getting to see my HR team and spend some time learning and growing together at the @hrindianashrm conference this week! #HRIndiana





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2 7

**Craig Frazier, SPHR** @craig_frazier · 22 Aug 2018

Agreed!!! I LOVE it!!!

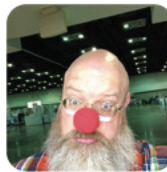
Erin M. Stevens, SHRM-CP, PHR, CIR @ErinMStevens

The amount of positivity and happiness coming out of @hrindianashrm this conference is fantastic!!! #HRIndiana 🥰🥰🥰

2

**Craig Frazier, SPHR** @craig_frazier · 22 Aug 2018

Great seeing you again this year my friend @jfew_76!!!

**Jeremy Fewer** @jfew_76

A sad clown. The big top has come down. #HRIndiana conference is over. The best one yet!!! #HRTribe @ErinMStevens @craig_frazier @sbrownehr @KyraMatkovichHR @youngkm413 @SHRMCalleZ ...

1

**Craig Frazier, SPHR** @craig_frazier · 22 Aug 2018

Replying to @DHMovement @DHMovementCEO and 2 others

@zappos sent us (overnight) the Culture Book years ago to use as an example in our leadership training...we have been inspired ever since! #dhmovement

1

**Craig Frazier, SPHR** @craig_frazier · 22 Aug 2018

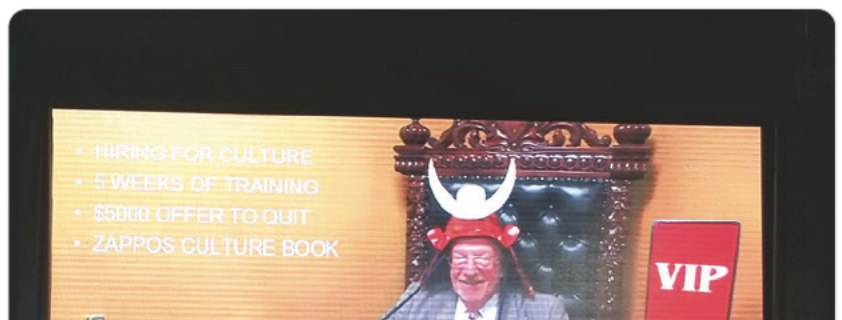
Replying to @DHMovement @DHMovementCEO and 2 others

Excellent session with @DHMovementCEO today @hrindianashrm!!! We use the principles in the book to train our leadership development candidates about the importance of culture, wow service and inspiration at our company. #happiness #HRPositive #dhmovement

1

**Craig Frazier, SPHR** @craig_frazier · 22 Aug 2018

If you get culture right, everything else will fall into place. @hrindianashrm #HRIndiana #DeliveringHappiness





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4

**Craig Frazier, SPHR** @craig_frazier · 22 Aug 2018

Big THANKS to @IceMillerLLP for their sponsorship and involvement at the @hrindianashrm conference! #HRIndiana



1

7

**Craig Frazier, SPHR** @craig_frazier · 22 Aug 2018

#Winning the @hrindianashrm conference!!! #HRIndiana with @drewcherryhr



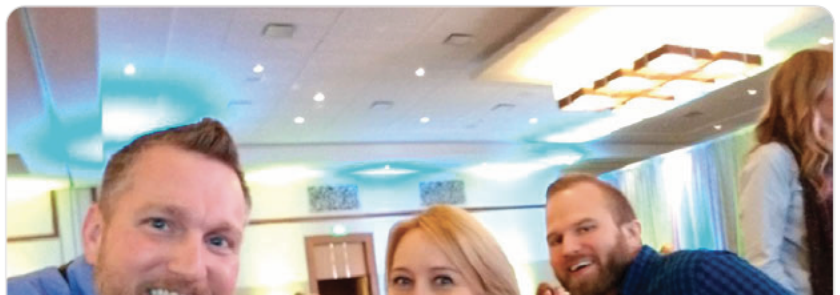
1

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**Craig Frazier, SPHR** @craig_frazier · 22 Aug 2018

With my #HRBuds for the final keynote @hrindianashrm!!!! #HRIndiana @CVanderpool44 @drewcherryhr



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Craig Frazier, SPHR @craig_frazier · 22 Aug 2018
#Culture #Mission #Values @hrindianashrm #HRIndiana



1 3



Craig Frazier, SPHR @craig_frazier · 22 Aug 2018
Onboarding Tips: provide a resource sheet for new employees including important contacts, acronyms and other helpful info to help them get connected. @hrindianashrm #HRIndiana

1 3



Craig Frazier, SPHR @craig_frazier · 22 Aug 2018
Onboarding Tips: send new hire an itinerary ahead of time for the first day / week so they know what to expect. @hrindianashrm #HRIndiana

1



Craig Frazier, SPHR @craig_frazier · 22 Aug 2018
Be sure to communicate open positions and career opportunities to existing employees first. @hrindianashrm #HRIndiana

1 2



Craig Frazier, SPHR @craig_frazier · 22 Aug 2018
Use the job posting to describe a typical day rather than a bullet list of job responsibilities. #HRIndiana @hrindianashrm

2



Craig Frazier, SPHR @craig_frazier · 22 Aug 2018
Wouldn't Dashed hours for 50 Ways to Dashed the Employee Experience on day 2



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**Craig Frazier, SPHR** @craig_frazier · 22 Aug 2018

Replying to @DHMovementCEO

I am SUPER excited to hear Jenn Lim speak today @hrindianashrm! I have been using that book and the @Zappos company as leadership development examples for years! #Culture #Inspiration #HRIndiana

2
 1

**Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018

Replying to @ErinMStevens @KyraMatkovichHR and 5 others

Of course..she is from Colorado...my homeland! Colorado peeps are SUPER cool!

1
 4

**Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018

Replying to @KyraMatkovichHR @youngkm413 and 5 others

Can't wait to meet my Twitter buddy Kyra in real life one day!!!

2
 5

**Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018

@sbrownehr - you brighten MY day my friend! I heard rave reviews about your sessions all day! THANK YOU! @hrindianashrm #HRIndiana

3
 5

**Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018

Agreed - really awesome seeing you two connect!

**Kayla Young** @youngkm413

Networking at its best. #HRIndiana @craig_frazier @HannahNorthup

1
 3

**Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018

If I haven't met you yet I want to! Looking forward to day 3 of @hrindianashrm!!! Let's connect! #HRIndiana #inshrm

3

**Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018

Check THIS!!!! Me and @HannahNorthup ran into the rock, paper, scissor CHAMPION Maureen!!! #LifIsGood @hrindianashrm #HRIndiana





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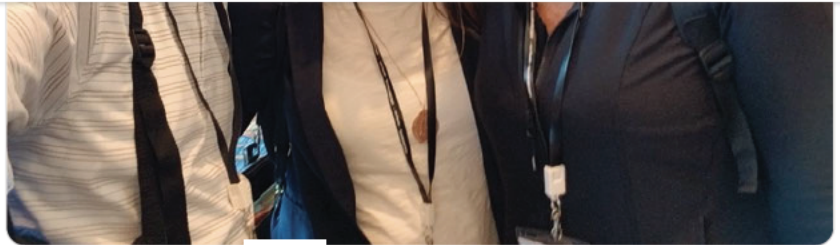


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1 6

**Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018

Super pumped to meet @HannahNorthup in real life @hrindianashrm!!! I love this conference! #HRIndiana

1 5

**Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018Replying to @SHRMCallieZ @hrindianashrm and 9 others
Awesome! Some of my favs!

4

**Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018

Culture is not what you say you do... it is what you actually do. #Freedom @hrindianashrm #HRIndiana

1 3

**Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018Replying to @CVanderpool44
I am impressed! 😊 **Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018

Don't let legal solutions become your HR strategy - via Paul Sinclair @IceMillerLLP @hrindianashrm #HRIndiana

3

**Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018

Make decisions based on your culture not simply on the legal ramifications. #ThinkBig #Leadership @hrindianashrm #HRIndiana

1 2

**Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018

Don't miss connecting with these folks on Twitter @hrindianashrm @drewcherryhr @ErinMStevens @youngkm413 @sbrownehr @melahelpbird @jfew_76 @yorkjeremy @CVanderpool44 @JessLStephenson @SHRMCallieZ #HRIndiana

4 3 7

**Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018



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1 3 4

**Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018

Wondering how long it will be before @CVanderpool44 sees this on Twitter...let's all follow her! 😂 #HRIndiana

1 1

**Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018Replying to @melahalpbird @hrindianashrm @drewcherryhr
Lol...you are in the crew now @melahalpbird!

1

**Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018

@hrindianashrm hanging with one of my favorite vendors @Paylocity! Thanks for being here! #VendorSpotlight #HRIndiana





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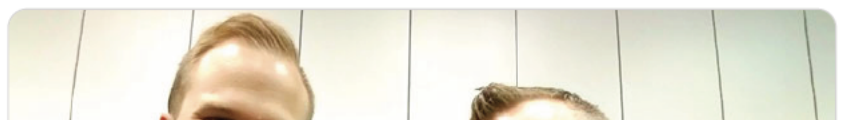
**Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018We do HR On Purpose!!!! Great session @sbrownehr!!! @hrindianashrm
#HRIndiana

1



2

12

**Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018Finally met my Twitter buddy @melahalpbird @hrindianashrm...YES!!!
@drewcherryhr #HRIndiana

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Craig Frazier, SPHR @craig_frazier · 21 Aug 2018
Having a little too much fun with this carnival theme @hrindianashrm with @drewcherryhr! #HRIndiana



1 2



Craig Frazier, SPHR @craig_frazier · 21 Aug 2018
President's Choice winner F.C Tucker Company, Inc. @hrindianashrm!!! CONGRATS!!!! @IndyRelocator #HRIndiana



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Craig Frazier, SPHR @craig_frazier · 21 Aug 2018

"Get rid of the talk that you normally do and start talking like who you truly are."
[@hrindianashrm](#) [#HRIndiana](#)





1

3



Craig Frazier, SPHR @craig_frazier · 21 Aug 2018

Quit talking ABOUT people and start talking TO them. [#CareForPeople](#)
[@hrindianashrm](#) [#HRIndiana](#)





1

4



Craig Frazier, SPHR @craig_frazier · 21 Aug 2018

"Quit practicing HR collectively, start practicing HR individually." - via
[@sbrownehr](#) [@hrindianashrm](#) [#HRIndiana](#)





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https://twitter.com/search?f=tweets&vertical=default&q=from%3Acraig_frazier&src=typd

31/152

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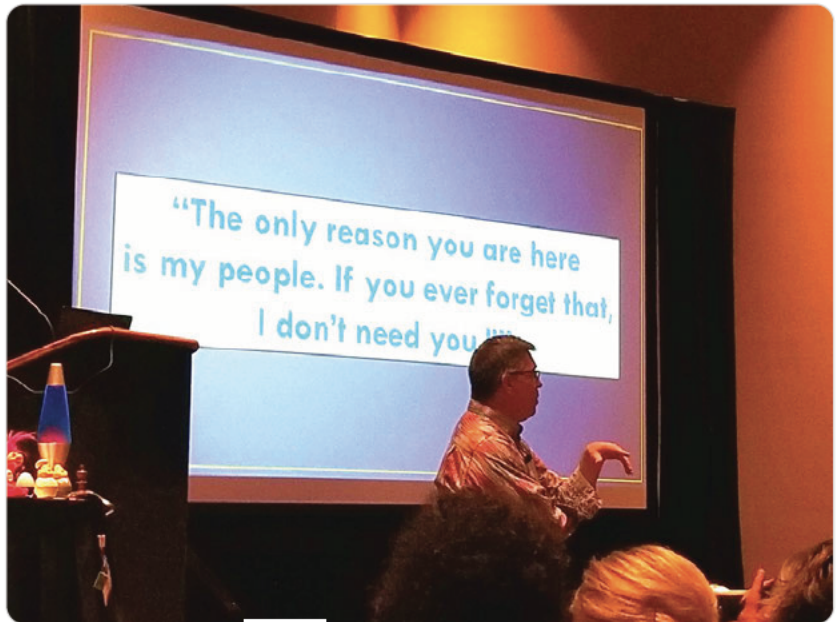
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1 4



Craig Frazier, SPHR @craig_frazier · 21 Aug 2018

We are in HR!!!! @hrindianashrm #HRIndiana

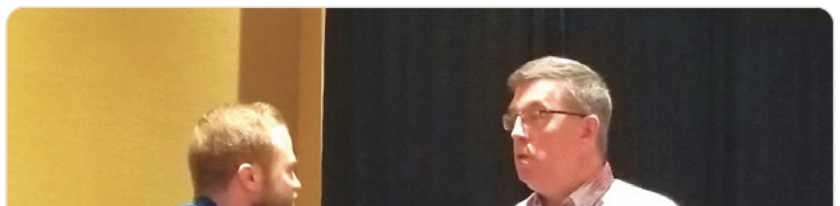


1 2



Craig Frazier, SPHR @craig_frazier · 21 Aug 2018

Drew!!! Drew is part of @sbrownehr's presentation....I know him!!!
@drewcherryhr @hrindianashrm #HRIndiana #DrewIsFamous





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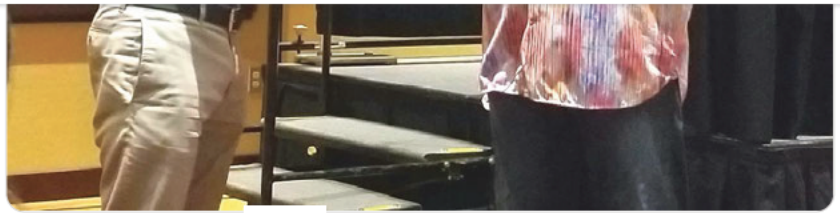


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1 10

**Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018Replying to @youngkm413 @sbrownehr and 2 others
Definitely yes!

2

**Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018

Replying to @youngkm413 @sbrownehr

Yes!!! All the cool people are here! 😊 @ErinMStevens @drewcherryhr
@youngkm413

1 1

**Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018Packed house for @sbrownehr HR on Purpose! @hrindianashrm #HRIndiana
Are you here?!?

1 1 6

**Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018Be grateful for what you have and focus on the good. #LifeIsGood
@hrindianashrm #HRIndiana



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**Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018

Help connect people to the deeper purpose of the work you do. #LifelsGood
@hrindianashrm #HRIndiana

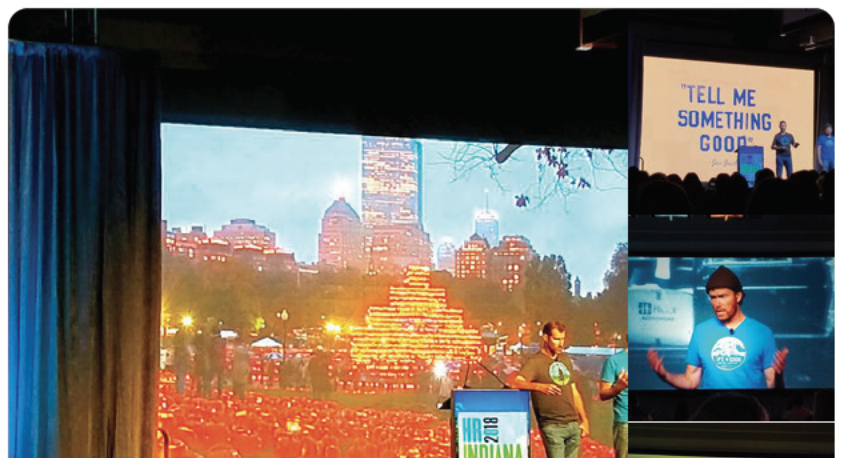


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**Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018

Give people positive reasons to get together and support good causes.
#LifelsGood @hrindianashrm #HRIndiana





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[Top](#) [Latest](#) [People](#) [Photos](#) [Videos](#) [News](#) [Broadcasts](#)**Craig Frazier, SPHR** @craig_frazier · 21 Aug 2018

Some of my favorite people in HR!!!! I love this conference! @hrindianashrm #HRIndiana



1

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15

**Craig Frazier, SPHR** @craig_frazier · 20 Aug 2018

Replying to @MikeTownsend28 @hrindianashrm

Hey Mike are you at the conference this year?

1

2

**Craig Frazier, SPHR** @craig_frazier · 20 Aug 2018

Replying to @melahalpbird @FreeHugsProject

Hey Melissa! Hoping to run into you at some point this conference and meet you in real life!

1

**Craig Frazier, SPHR** @craig_frazier · 20 Aug 2018

Replying to @SHRMCallieZ

Save me some of these!!! Lol.

1

1

**Craig Frazier, SPHR** @craig_frazier · 20 Aug 2018

@ThatsGoodHR is always one of my favorite vendors at the @hrindianashrm conference!!! #INSHRM18 #VendorSpotlight



from:craig_frazier

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1 1 3

**Craig Frazier, SPHR** @craig_frazier · 20 Aug 2018

Had a BLAST playing the carnival games at the Express booth and making new friends @hrindianashrm!!! #HRIndiana



1

**Craig Frazier, SPHR** @craig_frazier · 20 Aug 2018I totally WON the ring toss at the Siho Insurance Services booth!!!
@hrindianashrm #HRIndiana #VendorSpotlight



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out! @hrindianashrm #HRIndiana #Vendorspotlight

**Craig Frazier, SPHR** @craig_frazier · 20 Aug 2018

I met a new friend and she totally beat me at the ring toss! @hrindianashrm #HRIndiana #INSHRM18

**Craig Frazier, SPHR** @craig_frazier · 20 Aug 2018

One of the best retention strategies is to develop your managers. @hrindianashrm #HRIndiana #INSHRM18



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3

**Craig Frazier, SPHR** @craig_frazier · 20 Aug 2018

Connect development efforts to business goals and help managers understand their part in the big picture. @hrindianashrm #HRIndiana #INSHRM18



1



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[Top](#) [Latest](#) [People](#) [Photos](#) [Videos](#) [News](#) [Broadcasts](#)managers. Are we supporting our managers? [@hrindianashrm](#) [#HRIndiana](#)

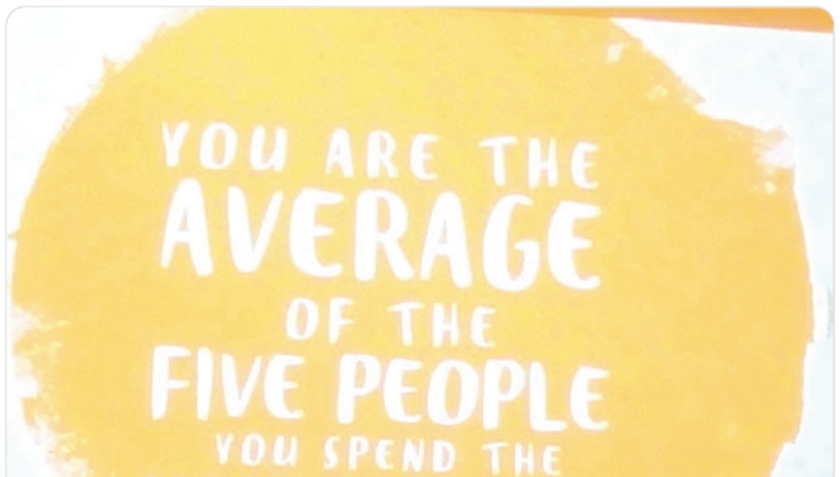
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**Craig Frazier, SPHR** [@craig_frazier](#) · 20 Aug 2018Look who I found!!! Pumped to run into my friend, the famous [@ErinMStevens](#) [@hrindianashrm](#) [#HRIndiana](#) [#INSHRM18](#)

9

**Craig Frazier, SPHR** [@craig_frazier](#) · 20 Aug 2018"Your tribe should cheer first and loudest when you win." [@hrindianashrm](#) [#INSHRM18](#)

1

**Craig Frazier, SPHR** [@craig_frazier](#) · 20 Aug 2018Talking inspiration and [#HRTribe](#) with Jason Barnaby [@hrindianashrm](#) [#INSHRM18](#) [#HRIndiana](#)



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Lo...yes! my mission at the conference is complete!

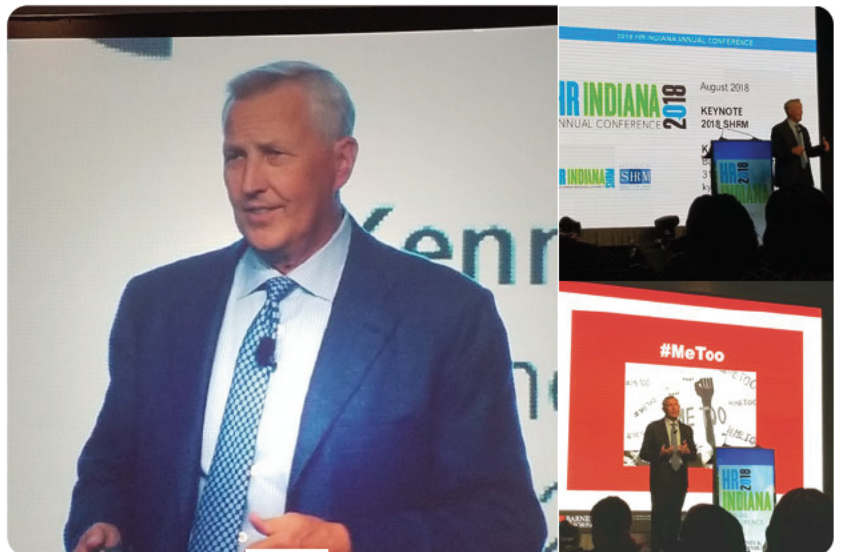
Cassi Vanderpool @CVanderpool44

Replying to @drewcherryhr @craig_frazier

He indeed has!! I failed to withstand the peer pressure 😊 hope to see you soon @craig_frazier and @drewcherryhr

**Craig Frazier, SPHR** @craig_frazier · 20 Aug 2018

Talking #MeToo 🙋 @hrindianashrm for the legal opening session. Always informative at #HRIndiana #INSHRM18



2

**Craig Frazier, SPHR** @craig_frazier · 20 Aug 2018

Replying to @youngkm413 @ErinMStevens @jfew_76

@jfew_76 is around but you need to look for the red nose! @hrindianashrm #HRIndiana





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Super pumped I already found my buddy @youngkm413 @hrindianashrm!!!
#HRIndiana #INSHRM18



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Craig Frazier, SPHR @craig_frazier · 20 Aug 2018



Replying to @AndreJBoulais @FreeHugsProject @hrindianashrm
I agree @AndreJBoulais!!!



1



Craig Frazier, SPHR @craig_frazier · 20 Aug 2018



YES!!! I got my free hug!!! #HRIndiana @hrindianashrm #INSHRM18



from:craig_frazier

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Craig Frazier, SPHR @craig_frazier · 20 Aug 2018

The line for a free hug is a mile long....lol!!! #FreeHugs #HRPositive @hrindianashrm #HRIndiana



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3



Craig Frazier, SPHR @craig_frazier · 20 Aug 2018

Cheer for others...it doesn't always have to be about you! @FreeHugsProject #INSHRM #HRIndiana

1

4



Craig Frazier, SPHR @craig_frazier · 20 Aug 2018

Support your co-workers with positive interactions! #HRPositive #INSHRM #HRIndiana





from:craig_frazier

[Top](#) [Latest](#) [People](#) [Photos](#) [Videos](#) [News](#) [Broadcasts](#)**Craig Frazier, SPHR** @craig_frazier · 20 Aug 2018"Free Hugs Guy" @FreeHugsProject kicking off the #INSHRM18 conference!!!
#HRIndiana @hrindianashrm #HRPositive

1 1 13

**Craig Frazier, SPHR** @craig_frazier · 20 Aug 2018Very true. Vendors make the conference possible...stop by and visit them!
#HRIndiana #inshrm #inshrm18 @hrindianashrm

1 1 1

**Craig Frazier, SPHR** @craig_frazier · 20 Aug 2018

HR folks- be sure to check out the #INSHRM and #INSHRM18 hashtags over the next few days to follow the Indy HR conference and insights!

1 2 2

**Craig Frazier, SPHR** @craig_frazier · 20 Aug 2018

Replying to @youngkm413 @drewcherryhr @hrindianashrm

Yes! I am on the left side front....as usual! :)

1 2 2

**Craig Frazier, SPHR** @craig_frazier · 20 Aug 2018I am on the hunt for my HR buddies @drewcherryhr and @youngkm413!
@hrindianashrm #INSHRM18

1 1 1

**Craig Frazier, SPHR** @craig_frazier · 20 Aug 2018

@ErinMStevens kicking off the conference with some #HRTV giveaways and awesomeness! @hrindianashrm #INSHRM18





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**Craig Frazier, SPHR** @craig_frazier · 19 Aug 2018

Super pumped to attend #INSHRM18 and hear all these great speakers! I will be live-tweeting the sessions I attend! Stay tuned! @INSHRM



1

4

**Craig Frazier, SPHR** @craig_frazier · 19 Aug 2018

Yes!!!

Kayla Young @youngkm413

#HRIndiana bound today! Looking forward to reconnecting with my #HRtribe. #INSHRM



1

**Craig Frazier, SPHR** @craig_frazier · 15 Aug 2018

The #INSHRM conference is coming up fast and I am super excited to see my HR buds and hear from the awesome lineup of speakers at the conference this year! @youngkm413 @drewcherryhr @ErinMStevens @jfew_76 @sbrownehr #HRPositive



3



7

**Craig Frazier, SPHR** @craig_frazier · 9 Aug 2018

Replying to @drewcherryhr @_strclaire

Lol- that is funny @drewcherryhr!!!! I agree that @_strclaire is a great follow!!!



1

**Craig Frazier, SPHR** @craig_frazier · 1 Aug 2018

Replying to @drewcherryhr

Definitely need to for sure!!! Looking forward to hanging with you at the #INSHRM conference later this month!!!



1

**Craig Frazier, SPHR** @craig_frazier · 1 Aug 2018

Yes!!!! Everyone should definitely follow @drewcherryhr!!! #HRPositive

Drew Cherry, SHRM-CP @drewcherryhr



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- Who else is going to be there? @mmdandashm @mayerm...
- 1
-  **Craig Frazier, SPHR** @craig_frazier · 24 Jul 2018 ✓
Looking forward to co-teaching a leadership development class today on Building and Motivating a Team! #Inspire
- 1
-  **Craig Frazier, SPHR** @craig_frazier · 21 Jul 2018 ✓
Replying to @flacaforever
This is awesome! Me and my kids game together and post the family friendly content on their YouTube channel. They learn a lot and we have a blast!
- 1
-  **Craig Frazier, SPHR** @craig_frazier · 6 Jul 2018 ✓
Replying to @lpabonhr
Glad to connect with another HR pro!
- 1
-  **Craig Frazier, SPHR** @craig_frazier · 20 Jun 2018 ✓
Replying to @KyraMatkovichHR @sbrownehr and 7 others
Now THAT is a great group!!! #SHRM18
- 6
-  **Craig Frazier, SPHR** @craig_frazier · 19 Jun 2018 ✓
Replying to @bradgalin
Those of us out here holding down the fort appreciate it! Looks like an amazing conference! #SHRM18
- 1
-  **Craig Frazier, SPHR** @craig_frazier · 19 Jun 2018 ✓
LOVING all the quotes & updates from #SHRM18 by some of my Twitter favs @KyraMatkovichHR, @bradgalin, @sbrownehr @janeller1021!!! Go HR!!!
- 1 1
-  **Craig Frazier, SPHR** @craig_frazier · 19 Jun 2018 ✓
Replying to @HRJazzy @KyraMatkovichHR and 2 others
I want socks!!!! 😂
- 2
-  **Craig Frazier, SPHR** @craig_frazier · 17 Jun 2018 ✓
Replying to @KyraMatkovichHR @sbrownehr @SHRM
Hope you have a great time at the conference Kyra! I will be watching for your tweets!
- 2



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I was happy to contribute to this great article on Balancing Structured Reviews and Unstructured Feedback. An important topic as many companies struggle to find the right balance. blog.performyard.com/talent/balanci...



2

2



Craig Frazier, SPHR @craig_frazier · 2 May 2018



To all my HR buds...please connect with [@drewcherryhr](#) - he is a great follow!!!
#HRRocks #HRPositive



1



Craig Frazier, SPHR @craig_frazier · 26 Apr 2018



Bradley Chubb AND Von Miller!!! WHAT?!?!?!? Whoa...all of a sudden nobody wants to play QB against the [@Broncos](#) #BeastD



2



Craig Frazier, SPHR @craig_frazier · 3 Apr 2018



Replying to [@AdobeCare](#)

Sent you the customer #



Craig Frazier, SPHR @craig_frazier · 3 Apr 2018



Replying to [@AdobeCare](#)

Basically you guys shut down our creative cloud access due to a billing error on your side. My Marketing team can't work without it so this put us behind. I am not happy.



1



Craig Frazier, SPHR @craig_frazier · 3 Apr 2018



Supreme Court Jettisons Narrow Interpretation of Overtime Exemptions
shrm.org/ResourcesAndTo...



Craig Frazier, SPHR @craig_frazier · 29 Mar 2018



Problems with our [@creativecloud](#) account!!!! Need some help asap please...



1



Craig Frazier, SPHR @craig_frazier · 23 Feb 2018



Replying to [@DisavowTrump20](#) [@Len__Alfred](#)

I give him credit for showing up to the town hall as he could have blown it off. Until we stop assuming the worst in others we won't be able to find positive solutions.



Craig Frazier, SPHR @craig_frazier · 22 Feb 2018



Replying to [@Peter_Brostrom](#)

Thanks Peter...you as well!!!

from:craig_frazier

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Replying to @melissaksanborn

Yes! Great connecting with you as well!!!

[Reply](#) [Retweet](#)**Craig Frazier, SPHR** @craig_frazier · 31 Jan 2018

Replying to @youngkm413 @ErinMStevens @melahlpbird

Busy as ever!!!! Looking forward to the conference this year!

[Reply](#) 1 [Retweet](#) 2**Craig Frazier, SPHR** @craig_frazier · 18 Jan 2018

2 inches of snow & @McDonalds closes! I guess they only make breakfast when it is convenient now....fortunately @Bojangles1977 had me covered this morning.





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**Craig Frazier, SPHR** @craig_frazier · 17 Jan 2018

Have a passion project or hobby that you enjoy outside of work to vary your experience and help prevent burn out.

**Craig Frazier, SPHR** @craig_frazier · 14 Jan 2018

Me and my best pal having fun making paper airplanes!

**KID-A-LOO**

@Kid_A_Loo

100 Paper Planes to Fold & Fly - new video out NOW!!!!

youtu.be/PsJ4Ncf6FPA #PaperPlanes

#PaperPlaneDesigns #PaperPlaneTutorial

#UsborneBooks



1

**Craig Frazier, SPHR** @craig_frazier · 12 Jan 2018

Replying to @Rejuvenate_HR

Back atcha!!!! #HRPositive

**Craig Frazier, SPHR** @craig_frazier · 12 Jan 2018

Replying to @ThisDadWontQuit

Get off my timeline with this....sick of it!

**Craig Frazier, SPHR** @craig_frazier · 10 Jan 2018

@allthingzap - great to connect with you!!! #HRPositive

1



1

**Craig Frazier, SPHR** @craig_frazier · 10 Jan 2018

THANKS for following @JohnsonPhidelia!!! Always great connecting with other HR pros!!!

1



2

**Craig Frazier, SPHR** @craig_frazier · 10 Jan 2018

Replying to @JessLStephenson @FirstPersonBA

Awesome!!!



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[Top](#) [Latest](#) [People](#) [Photos](#) [Videos](#) [News](#) [Broadcasts](#)THANKS for the follow [@LorneEpstein!](#)

1

**Craig Frazier, SPHR** [@craig_frazier](#) · 8 Jan 2018

Excellent thread....

**Bryan Young** [@swankmotron](#)

Rewatch The Empire Strikes Back and I think it's apparent that there was no other choice for Luke Skywalker in The Last Jedi, given the events of The Force Awakens.

[Show this thread](#)**Craig Frazier, SPHR** [@craig_frazier](#) · 5 Jan 2018Replying to [@SharonGChiara](#) [@ErnieTamayo](#) [@NatalieEllisHR](#)

Thanks!!!!



1



1

**Craig Frazier, SPHR** [@craig_frazier](#) · 29 Dec 2017Replying to [@mjcbama](#) [@sbrownehr](#) and 8 others

Thank You! Hope everyone's New Year is happy and blessed!



1



6

**Craig Frazier, SPHR** [@craig_frazier](#) · 19 Dec 2017Replying to [@jasontoddbangs](#)

Agreed!!!

**Craig Frazier, SPHR** [@craig_frazier](#) · 15 Dec 2017

Lol....

**Drew** [@drewcherryshow](#)Replying to [@craig_frazier](#) [@youngkm413](#) and 2 others

Living the dream Craig!

**Craig Frazier, SPHR** [@craig_frazier](#) · 14 Dec 2017

Awesome!!!! Congrats!!!

**Craig Frazier, SPHR** [@craig_frazier](#) · 14 Dec 2017Checking in on my buds [@youngkm413](#) [@drewcherryshow](#) [@ErinMStevens](#) and [@CVanderpool44](#) - thinking about my crew and hoping you all are doing great!!!

4



4



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Thanks for following @craig_frazier! #HRPositive

**Craig Frazier, SPHR** @craig_frazier · 23 Nov 2017

Off for a little Thanksgiving Day run to make some calorie room for this AWESOME holiday! #Thankful

**Craig Frazier, SPHR** @craig_frazier · 21 Nov 2017Replying to @nicoleklugAPS
Anytime!!!**Craig Frazier, SPHR** @craig_frazier · 21 Nov 2017Replying to @nicoleklugAPS
Extreme Ownership is an excellent book...I am enjoying the Power of Moments as well.

1



2

**Craig Frazier, SPHR** @craig_frazier · 10 Nov 2017

Checking on 2 of my favorite buds @CVanderpool44 and @drewcherryshow - #HappyFriday #HRPositive

**Craig Frazier, SPHR** @craig_frazier · 4 Nov 2017Replying to @sbrownehr @AngieJB123 and 4 others
Thanks Steve!!! Great list!

3

from:craig_frazier

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  2



Craig Frazier, SPHR @craig_frazier · 21 Oct 2017

Benefit guides look nice!



Craig Frazier, SPHR @craig_frazier · 18 Oct 2017

Replying to @CLTgov @amazon @unclejut

Beautiful city and climate. There is a reason it is growing!

  2



Craig Frazier, SPHR @craig_frazier · 18 Oct 2017

Unique personality and distinctive feel makes Charlotte feel like home! @amazon
#AmazonHQ2 #CLTisPrime #HQ2





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"Genius is initiative on fire." - Holbrook Jackson

**Craig Frazier, SPHR** @craig_frazier · 12 Oct 2017

@DuRecorder - any plans to add transition options to the software? Would love to be able easily drop a transition element on a cut to blend.

**Craig Frazier, SPHR** @craig_frazier · 12 Oct 2017

Replying to @amazonnews

Charlotte most logical spot! Fiber city, international airport close to city, available land, public transit, WIN! #CLTisPrime

**Craig Frazier, SPHR** @craig_frazier · 11 Oct 2017Is Charlotte doing enough to woo Amazon? wncn.com/money/is-charl... via @WCNC**Craig Frazier, SPHR** @craig_frazier · 11 Oct 2017Charlotte - Our Story. #CLTisPrime charlotteisprime.com/our-story/**Craig Frazier, SPHR** @craig_frazier · 11 Oct 2017Michael Jordan wants Amazon to build Its next HQ in Charlotte for.tn/2y7ePro #CLTisPrime via @FortuneMagazine**Craig Frazier, SPHR** @craig_frazier · 9 Oct 2017

Replying to @PalmerReport

Yes...people are actually upset that the VP of the USA actually supports our national anthem...what?!?!?



1



1

**Craig Frazier, SPHR** @craig_frazier · 7 Oct 2017

Replying to @ThisDadWontQuit

People have different political opinions and that is OK. As leaders we should be able to embrace that fact without casting generalizations.

**Craig Frazier, SPHR** @craig_frazier · 6 Oct 2017

Why should @amazon choose Charlotte for HQ2? Among other things Charlotte is a #FiberCity thanks to #GoogleFiber & #ATTFiber #CLTisPrime



1

3

**Craig Frazier, SPHR** @craig_frazier · 6 Oct 2017

from:craig_frazier

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Craig Frazier, SPHR @craig_frazier · 3 Oct 2017

From the book Mentoring Matters: "Know how to listen, and you will profit even from those who talk badly." - Plutarch



 2



Craig Frazier, SPHR @craig_frazier · 2 Oct 2017

"The man who does not read has no advantage over the man who cannot read." - Mark Twain



 1

2



Craig Frazier, SPHR @craig_frazier · 2 Oct 2017

"Effective people are not problem minded; they are opportunity minded." - Peter Drucker



 1

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Craig Frazier, SPHR @craig_frazier · 30 Sep 2017

Replying to @jednc

Agreed.







Craig Frazier, SPHR @craig_frazier · 29 Sep 2017

Gathered with Charlotte's top companies to celebrate the [#TopWorkplaces2017](#) event at NASCAR tower! [#CLTisPrime](#) [#CharlotteObserver](#)





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KBA hanging with 55 of Charlotte's top companies & bringing home 2nd place in the midsize category!!! [#TopWorkplaces2017](#) [#CLTisPrime](#)



2



Craig Frazier, SPHR [@craig_frazier](#) · 28 Sep 2017

Replying to [@KevinHRHubbard](#) [@WoodyHarrelson](#)

Thanks!!! Good looking out!



1



Craig Frazier, SPHR [@craig_frazier](#) · 28 Sep 2017

Crushed it at the [#TopWorkplacesCLT](#) event tonight coming home with second place in the midsize company category...GO KBA!!!



4



Craig Frazier, SPHR [@craig_frazier](#) · 28 Sep 2017

Replying to [@KevinHRHubbard](#) [@WoodyHarrelson](#)

from:craig_frazier

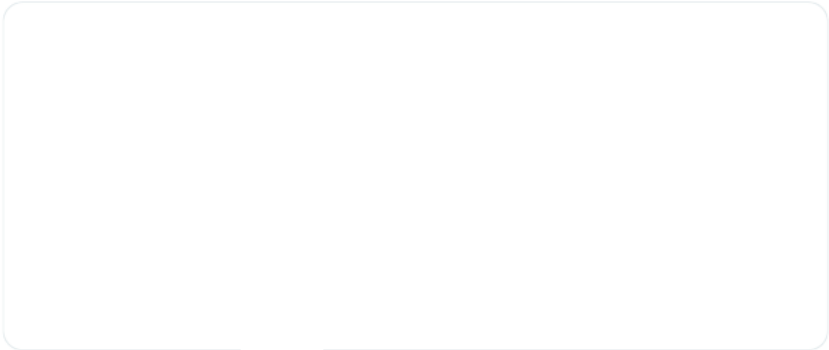
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1 5



Craig Frazier, SPHR @craig_frazier · 28 Sep 2017
Growing city, business friendly, smart and diverse talent! #CLTisPrime



Craig Frazier, SPHR @craig_frazier · 17 Sep 2017
Sunday service in the park! #LakeshoreCF



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Craig Frazier, SPHR @craig_frazier · 14 Sep 2017

Replying to @JenniferMcClure @NRobertsHR

Sounds like it!!! You should join us at the [#INSHRM](#) event sometime!



1



Craig Frazier, SPHR @craig_frazier · 14 Sep 2017

HR buds - be sure to check out [#OHSHRM17](#) to read some AWESOME info from that conference & connect with your HR colleagues! [#HRPositive](#)



1

4



Craig Frazier, SPHR @craig_frazier · 14 Sep 2017

Have been having fun reading tweets, making connections & following the fun from #OHSHRM17!!! Looks like a GREAT conference!!! #HRRocks



2



Craig Frazier, SPHR @craig_frazier · 13 Sep 2017

Replying to [@JenniferMcClure](#) [@NRobertsHR](#)

Seeing lots of tweets flying around about your session. @ JenniferMcClure



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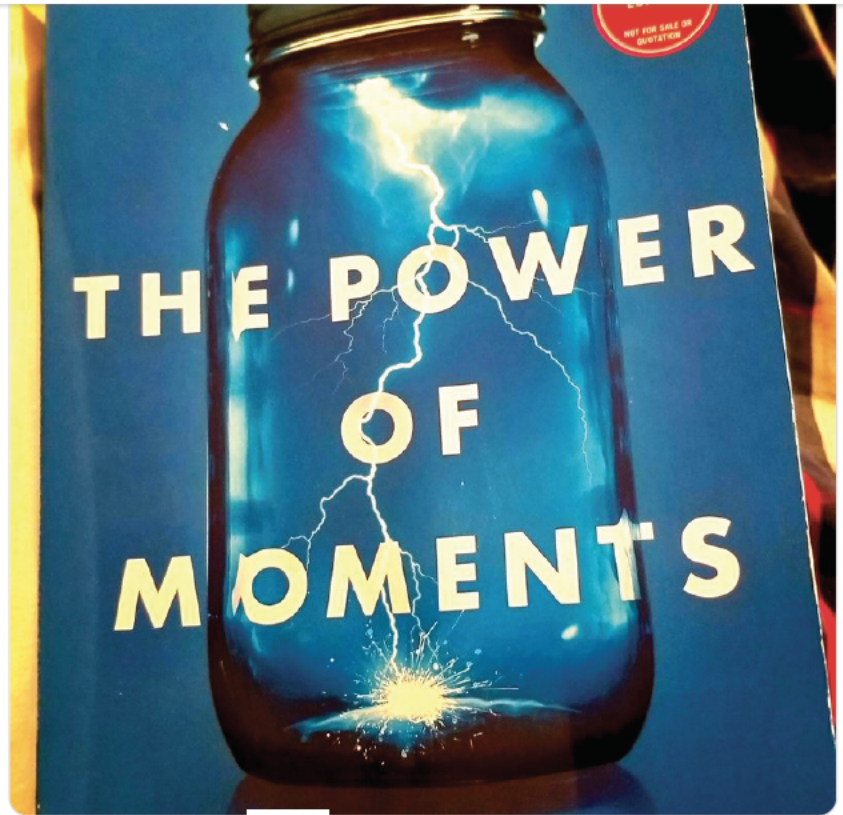
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**Craig Frazier, SPHR** @craig_frazier · 13 Sep 2017

Have fun #OHSHRM17!!!!!! Looking forward to reading the tweets from your conference!

Ohio HR Conference @OhioHR

TODAY is the day we kick-off the largest conference of HR Professionals Ohio has ever seen! #OHSHRM17 🙌❤️HR



1

**Craig Frazier, SPHR** @craig_frazier · 12 Sep 2017

Replying to @slinganswers

Yes...the sound quality is terrible...like it is skipping or something.



1

**Craig Frazier, SPHR** @craig_frazier · 12 Sep 2017

Listening to a little old school Relient K tonight...THIS!!! youtu.be/K0EuK098qrs

**Craig Frazier, SPHR** @craig_frazier · 12 Sep 2017

Replying to @slinganswers

Haven't tried again tonight...the sound was really messed up for MNF which is the only reason I got the service



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from:craig_frazier

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[Top](#) [Latest](#) [People](#) [Photos](#) [Videos](#) [News](#) [Broadcasts](#)**Craig Frazier, SPHR** @craig_frazier · 11 Sep 2017

Pretty disappointed in quality of video / sound of @Sling TV app through Roku stick. Audio is especially terrible. #StillNotRight



1

**Craig Frazier, SPHR** @craig_frazier · 11 Sep 2017

Replying to @janeller1021

Thanks Janelle! It was great!



1

**Craig Frazier, SPHR** @craig_frazier · 10 Sep 2017

Replying to @KevinHRHubbard

Thanks Kevin!

**Craig Frazier, SPHR** @craig_frazier · 10 Sep 2017

My crew!!! Weekend trip to Tennessee to see some friends and family!



from:craig_frazier

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digging into that one! Great list! [#LeadershipDevelopment](#)

2



Craig Frazier, SPHR @craig_frazier · 6 Sep 2017

I can appreciate [#leadership](#) that makes tough decisions (even if I don't always agree) vs kicking the can down the road for appeasement.

1 2



Craig Frazier, SPHR @craig_frazier · 3 Sep 2017

Replying to [@youngkm413](#)

My favorite part is that I can generate a link to put on the intranet so the employees can check out the org chart online anytime.

2



Craig Frazier, SPHR @craig_frazier · 2 Sep 2017

Replying to [@hrwood1021](#) [@MichianaShrm](#)

Easy and free is tough to beat!

2



Craig Frazier, SPHR @craig_frazier · 2 Sep 2017

Replying to [@BrianZahnd](#) [@schelske](#)

So in 20 years you did nothing to get legalized?

5 2



Craig Frazier, SPHR @craig_frazier · 2 Sep 2017

Replying to [@pingboard](#)

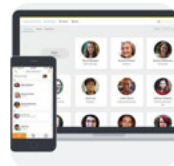
Such a great tool...pingboard is awesome!

2



Craig Frazier, SPHR @craig_frazier · 2 Sep 2017

This is actually a really awesome & free way to create and share a dynamic org chart. This is what I use at my company. [#RecommendedTools](#)



Pingboard @pingboard

Build an Org Chart in Minutes, Share It with Anyone & Keep It Up-to-Date Automatically! Sign Up Free.

bit.ly/2rJx9qr

1 3



Craig Frazier, SPHR @craig_frazier · 1 Sep 2017

Replying to [@sbrownehr](#) [@SusanBurleigh](#) and 7 others

Thanks [@sbrownehr](#) ...back atcha my friend!

4



Craig Frazier, SPHR @craig_frazier · 31 Aug 2017

from:craig_frazier

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[@youngkm413](#) [@janelle1021](#) [@melahalpbird](#) [@IN_SHRM](#) [@GreatWeek](#)

5 2 9



Craig Frazier, SPHR @craig_frazier · 31 Aug 2017

Nice job on all the AWESOME tweets through the @IN_SHRM conference this year @melahalpbird!!! Thanks for helping to spread the #HR info!

1 3



Craig Frazier, SPHR @craig_frazier · 30 Aug 2017

Perfect night for a Switchfoot / Lifehouse concert in the park after @IN_SHRM #GreatWeek



1 6



Craig Frazier, SPHR @craig_frazier · 30 Aug 2017

Replying to @CyWakeman

I did indeed!!! 😊 Hope to see you again next year!

1



Craig Frazier, SPHR @craig_frazier · 30 Aug 2017

Replying to @awyeahsarah

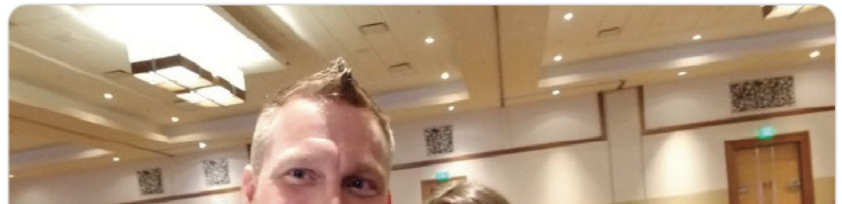
Whole self meaning passions and talents...we can't throw out the rulebook but we can recognize people & their talents in new ways.

1



Craig Frazier, SPHR @craig_frazier · 30 Aug 2017

My Twitter partner in crime this week @IN_SHRM @youngkm413!!!! So much fun!!! Connecting with you was a highlight of the conference for me.





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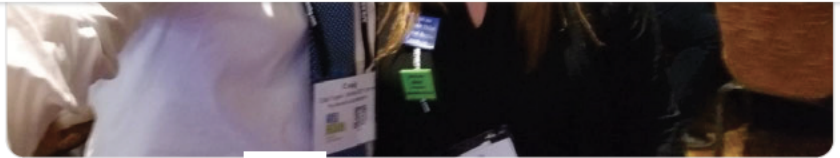


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1 2 9

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2017

Replying to @youngkm413 @sbrownehr

Back atcha @youngkm413!!! Glad to be in your #HRTribe! You are awesome!
Thanks for all your social media help this week @IN_SHRM!

1 2

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2017

Replying to @sbrownehr

Thanks @sbrownehr - it was great seeing you as well! Your session @IN_SHRM
was outstanding & super important for our industry. #HROnPurpose

1 4

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2017How do we create defining moments for our employees? @IN_SHRM Dan Heath
#keynote #INSHRM

1 4 10

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2017Great experiences hinge on peak moments. Are we creating peak moments for
our employees or are we just fixing problems? Dan Heath @IN_SHRM

1

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2017

They let me sit at the COOL TABLE!!!! @IN_SHRM #INSHRM





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2

4

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2017

Replying to @awyeahsarah

In the context of HR it just means staying people focused vs rule focused. :)



2

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2017

In HR tell people why and then do what you want to do. Provide them context.

@IN_SHRM



2

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2017

In HR we value diversity but yet we get hung up on clothing. #DressCode

@IN_SHRM



2

2

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2017

HR should work with everyone and every department b/c all departments have people. #IntegrateYourself #AddValue @IN_SHRM #INSHRM



2

1

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2017

Bring your whole self to work. If you work somewhere where you can't contribute and be you, then find a better fit. @IN_SHRM #INSHRM



1



5

11

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2017

Care for the people in your company. Water them everyday. #InvestInPeople

@IN_SHRM



1

2

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2017

If you are not having fun everyday in HR then you are just missing out on the chance to have fun via @sbrownehr @IN_SHRM #INSHRM



1

4

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2017

Deal with people emotionally rather than rationally. #PeopleFirst #PeopleNeeds

@IN_SHRM



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Be a company focused on "next practices" instead of "best practices"
[#StayRelevant](#) [@IN_SHRM](#) [#INSHRM](#)



1

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2017

Exceptions happen as soon as you set the line. Don't organize rules based on bad employees. [@IN_SHRM](#)



1

2

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2017

Companies focus on employee weaknesses instead of strengths.
[#PerformanceManagement](#) [@IN_SHRM](#)



2

4

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2017

Did you know it is not against the law to mess with people?!?!? 😂😂😂😂 Lol
via [@sbrownehr](#) [@IN_SHRM](#)



1

4

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2017

If everyone always has to come to HR then you are not an effective HR leader via
[@sbrownehr](#) [@IN_SHRM](#)



2

4

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2017

We spend so much time wanting everyone to be the same instead of celebrating individualism via [@sbrownehr](#) [@IN_SHRM](#)



4

6

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2017

Replying to [@drewcherryshow](#)
Where are you going?



2

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2017

Replying to [@drewcherryshow](#)

I cannot miss [@sbrownehr](#)'s session Brand Name HR! Been looking forward to that one all week!

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2017

Add visualizations to your HR metrics to build impact & spur action.
[#TellingTheStory](#) via [@melissaanzman](#) [@IN_SHRM](#) [#INSHRM](#)

from:craig_frazier

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Craig Frazier, SPHR @craig_frazier · 30 Aug 2017

HR goals need to support the goals of the larger organization. Find ways to drive performance through HR initiatives. #SameTeam #INSHRM



 1

 4



Craig Frazier, SPHR @craig_frazier · 30 Aug 2017

If you want engagement survey participation you must build credibility w/ employees by taking action on feedback! @melissaanzman #INSHRM



 3

 2



Craig Frazier, SPHR @craig_frazier · 30 Aug 2017

4 out of 5 employees believe their manager would not act on engagement survey results! We need to fix this! @IN_SHRM @melissaanzman





 1



Craig Frazier, SPHR @craig_frazier · 30 Aug 2017

How are we using data to truly measure employee connection & engagement? @melissaanzman







Craig Frazier, SPHR @craig_frazier · 30 Aug 2017

Storytelling with Metrics via @melissaanzman @IN_SHRM #EmployeeEngagement #INSHRM





 3



Craig Frazier, SPHR @craig_frazier · 30 Aug 2017

Great people I follow @IN_SHRM!!! @youngkm413 @sbrownehr @JessLStephenson @yorkjeremy @jfew_76 @ErinMStevens @ldausend @hrwood1021 #INSHRM



 3

 9



Craig Frazier, SPHR @craig_frazier · 30 Aug 2017

Looking forward to getting a hug from my buddy @hrwood1021 today!!! @IN_SHRM conference day 3 @TimSackett



 1

 2



Craig Frazier, SPHR @craig_frazier · 30 Aug 2017

This! @CyWakeman totally stole the show @IN_SHRM this year! Outstanding! #INSHRM



Stephanie @HR_Rocks1

Great Speaker!!! Motivated!! We need to help people change their mindset. Live in Reality. #INSHRM



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**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017 ▾

Replying to @janeller1021

We always have our conferences at the same time...need to get some crossover support for each other. #HRFamily

1 1 2

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017 ▾

Whatsup @janeller1021!!! Looks like you all are having fun at #HRFL17!!!

1

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017 ▾

Overheard @IN_SHRM...so do you work in HR??? Lol. #WorstNetworkingLines

4

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017 ▾

Straight talk from @Kjack1108!!! Love it! @IN_SHRM

Kjack @Kjack1108

Replying to @youngkm413 @craig_frazier

We call that having a degree from MSU "making stuff up"...self talk can hold us back from accomplishing our goals.

from:craig_frazier

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absolute favorite HR Twitter buds! #HRPositive #HROnPurpose #INSHRM

[Reply](#) [Retweet](#) 1 [Like](#) 22**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017

Having fun at #CocktailsandConnections @IN_SHRM!!! #INSHRM

[Reply](#) [Retweet](#) [Like](#) 5**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017

1/3rd of all workplace drama comes from ego - via @CyWakeman @IN_SHRM #INSHRM

[Reply](#) [Retweet](#) [Like](#) 3**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017

Replying to @ErinMStevens

Same session! 😊



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Lol...nice!

**Craig Frazier, SPHR** [@craig_frazier](#) · 29 Aug 2017Way too much fun at the [#HRPhotoBooth](#) [@IN_SHRM](#)!!! [#CrazyCoWorkers](#)
[#AllIn](#) [#ILoveMyJob](#) [#INSHRM](#)

1

**Craig Frazier, SPHR** [@craig_frazier](#) · 29 Aug 2017CONGRATS to our friends [@Paylocity](#) on winning Booth of the Year
[@IN_SHRM](#)!!!! [#Awesome](#) [#INSHRM](#) [#Paylocity](#)

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Craig Frazier, SPHR @craig_frazier · 29 Aug 2017
CONGRATS to @TitusTalent on winning the President's Choice award this year @IN_SHRM!!!! #WellDeserved #INSHRM







4



Craig Frazier, SPHR @craig_frazier · 29 Aug 2017
Met the AWESOME crew at Milliner & Associates @IN_SHRM!!!! #VendorSpotlight #INSHRM





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of my favorite sessions of the @IN_SHRM conference! #INSHRM

1



2

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017

Finally ran into my Twitter bud @jfew_76 @IN_SHRM!!! Pumped to meet him IRL #INSHRM



1

5

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017

Keep feedback short but give people time to reflect. Develop ownership and accountability. @IN_SHRM #INSHRM



3

2

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017

Ownership: the acceptance of consequences either good or bad. @IN_SHRM #INSHRM



1

3

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017

Until you are a willing participant you aren't even really on the team. #Contribute @IN_SHRM #INSHRM



3

4

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017

Employers can't buy love from employees. Employees need to be willing to buy in. #INSHRM @IN_SHRM



2

6

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017

We have misused engagement programs & development plans to make buy-in



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[Top](#) [Latest](#) [People](#) [Photos](#) [Videos](#) [News](#) [Broadcasts](#)**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017Foster accountability through daily conversations. via [@CyWakeman](#)
[@IN_SHRM](#) [#INSHRM](#)

1

2

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017Honest leaders tell the truth and hold people accountable. [@IN_SHRM](#)
[#INSHRM](#)

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**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017The opposite of personal accountability is learned helplessness. [@IN_SHRM](#)
[#INSHRM](#)

1

1

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017Replying to [@AdamDaulton](#)

Agreed!!!



1

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017Replying to [@CatherineS_yoga](#)

That was so funny!



1

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017Replying to [@kahlrichs](#) [@jodeecurtis](#)One of my favorite moments from that session. [#Funny](#)**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017Pumped for the Accountability & Coaching Performance session [@IN_SHRM](#)
with [@CyWakeman](#) [#INSHRM](#) [#FullHouse](#)

from:craig_frazier

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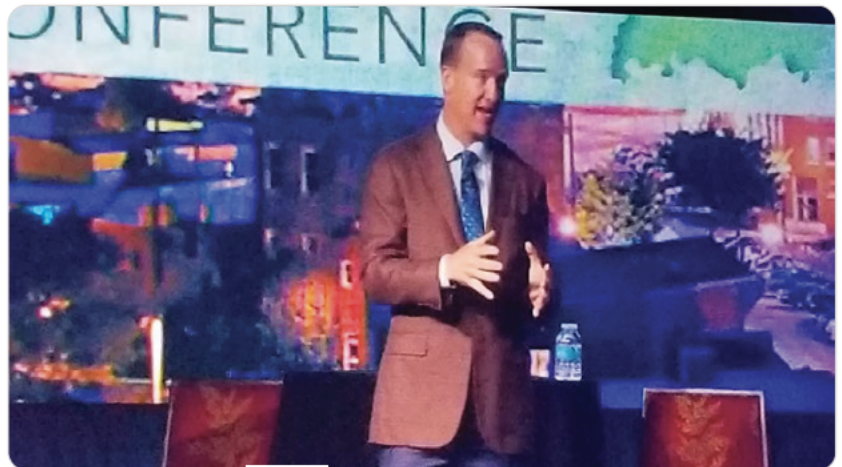
Craig Frazier, SPHR @craig_frazier · 29 Aug 2017
Standing ovation for Peyton Manning @IN_SHRM



3



Craig Frazier, SPHR @craig_frazier · 29 Aug 2017
Peyton Manning - mentoring is so important, never stop being coached.
[#INSHRM](#) @IN_SHRM



2



Craig Frazier, SPHR @craig_frazier · 29 Aug 2017
Peyton Manning Q&A - What do you miss? The comradie of the team, the plane ride after a win. [#INSHRM](#) @IN_SHRM



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Every day you either get better or worse...there is no underestimating the power of attitude. Peyton Manning @IN_SHRM #INSHRM



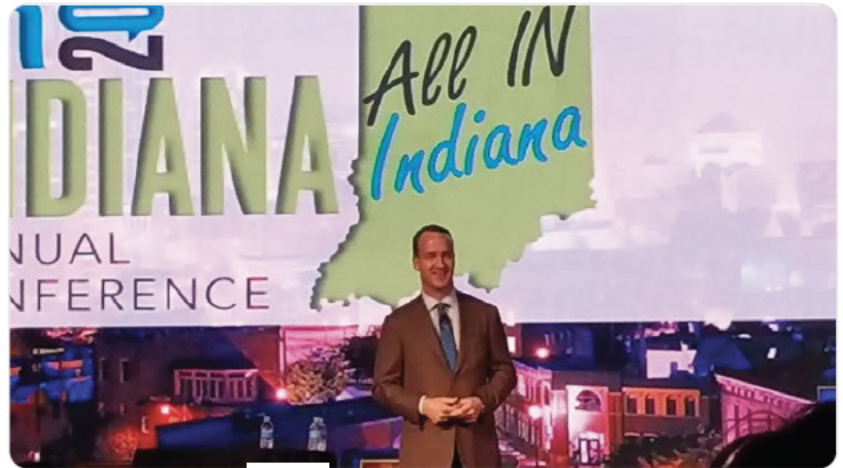
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4

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017

Practice to avoid surprises. Changing direction is a matter of trust.

#PeytonManning @IN_SHRM #INSHRM



1

3

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017

Leaders are supposed to ask questions. via Peyton Manning @IN_SHRM

#ArtOfInquiry #INSHRM



3

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017

The people you surround yourself with will be a huge part of your record when you are done. #PeytonManning @IN_SHRM #INSHRM

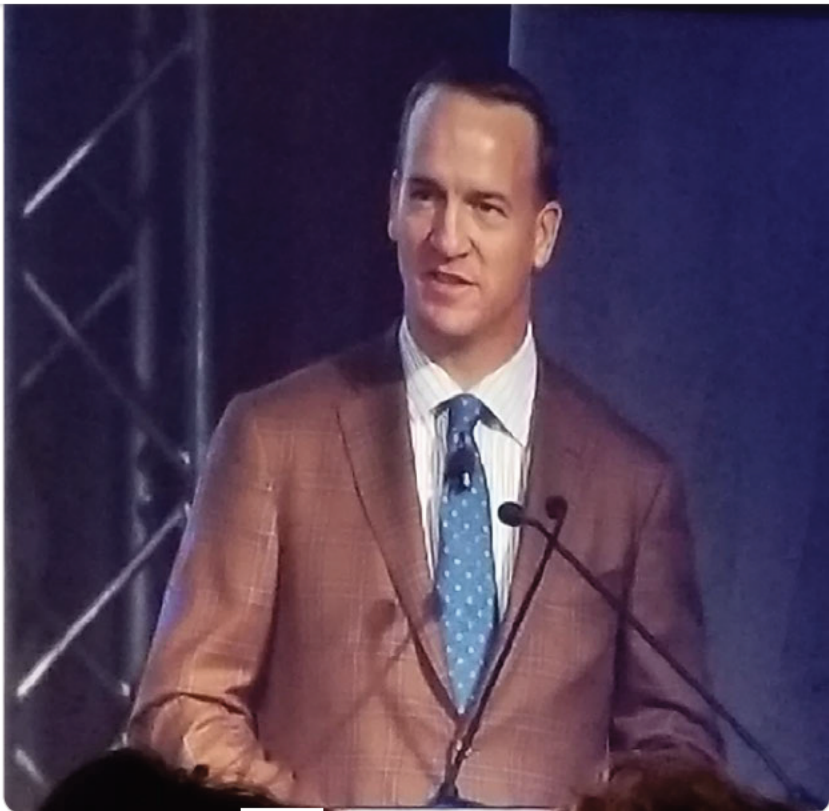


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from:craig_frazier

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Craig Frazier, SPHR @craig_frazier · 29 Aug 2017 ✓
Tip of the Day: pick up your favorite speaker book ahead of time to get a jump start on the book signing ...via @ldausend @IN_SHRM #INSHRM

   1



Craig Frazier, SPHR @craig_frazier · 29 Aug 2017 ✓
@yorkjeremy rocking the #HRTV prior to the day 2 keynote @IN_SHRM!



   3



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13

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017

@drewcherryshow - saved you a seat if you want it buddy...in the middle about 11 rows back.

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017

Replying to @youngkm413 @ldausend and 6 others

I missed seeing you yesterday @youngkm413 - hoping to run into you today!



1



2

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2017

Rocking #INSHRM on twitter @ldausend @youngkm413 @ErinMStevens @sbrownehr @IN_SHRM @JessLStephenson @hrwood1021 @yorkjeremy @drewcherryshow



1



8

**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017

Totally AWESOME 1st day of the @IN_SHRM conference!!! Looking forward to another lineup of great speakers tomorrow! #INSHRM



1

**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017

I got this sweet #HRSuperhero shirt from the @Paylocity booth @IN_SHRM today!!! Did you get yours??? #INSHRM





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12

**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017

YEEESSSSS!!!!

Paula Wood SHRM-SCP @hrwood1021

Craig you are always welcomed @MichianaShrm twitter.com/craig_frazier/...



1

**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017

Finally got to meet the #PurpleInkSplash crew @IN_SHRM!!! #VendorSpotlight #INSHRM #PurpleIsCool

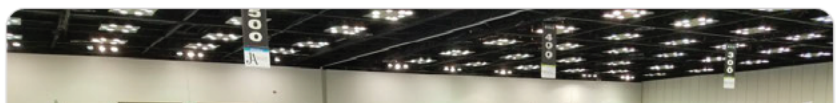


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7

**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017

A very spirited game of musical chairs @IN_SHRM!!! #HappyHour #INSHRM





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**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017

In the exhibitor hall networking & meeting the vendors!!! @IN_SHRM #INSHRM

**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017

So awesome! @IN_SHRM

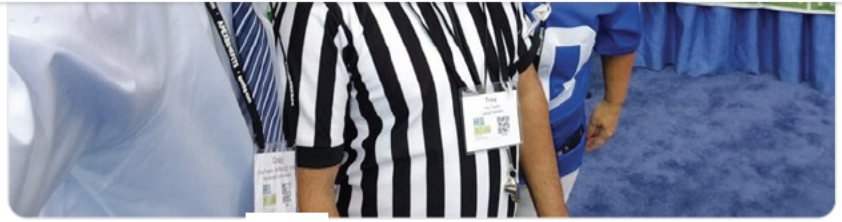
**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017

I am in the exhibitor area checking out our AWESOME vendors like #ColonialLife @IN_SHRM #INSHRM

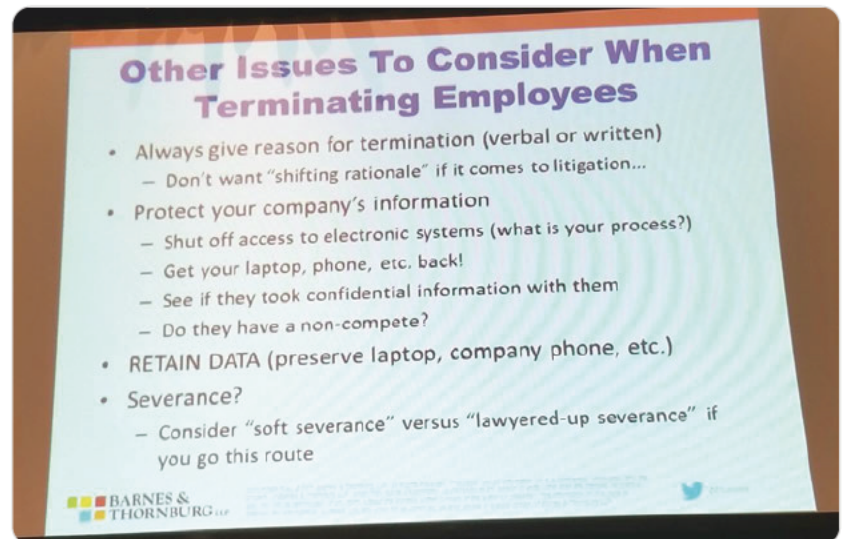


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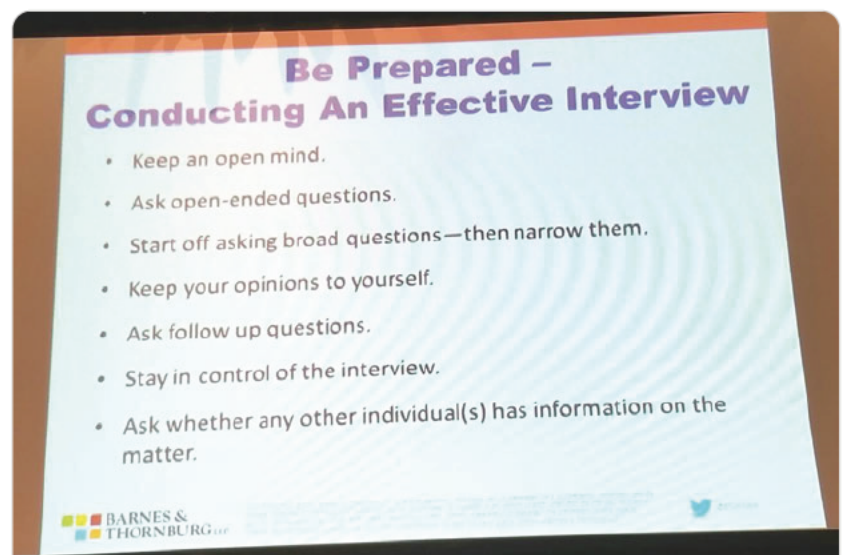


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**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017Issues to consider when terminating an employee via @IN_SHRM
@BTLawNews #INSHRM

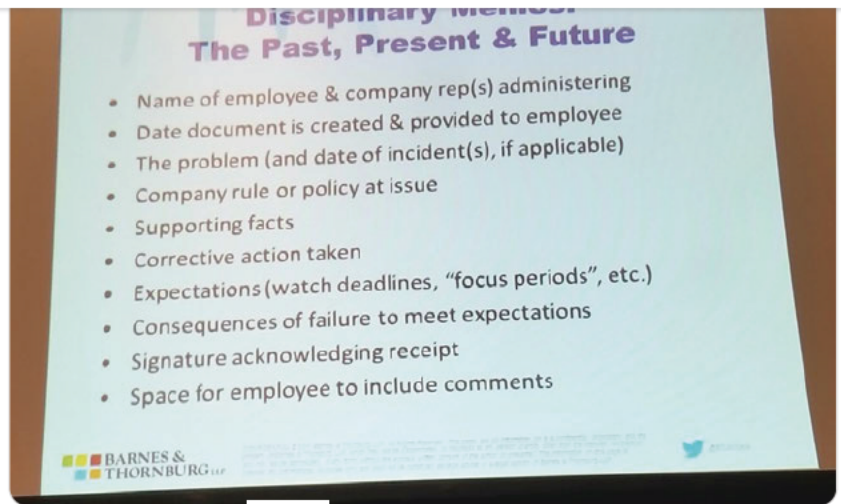
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**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017Great info!!! Steps to follow when conducting a workplace investigation via
@IN_SHRM #INSHRM

from:craig_frazier

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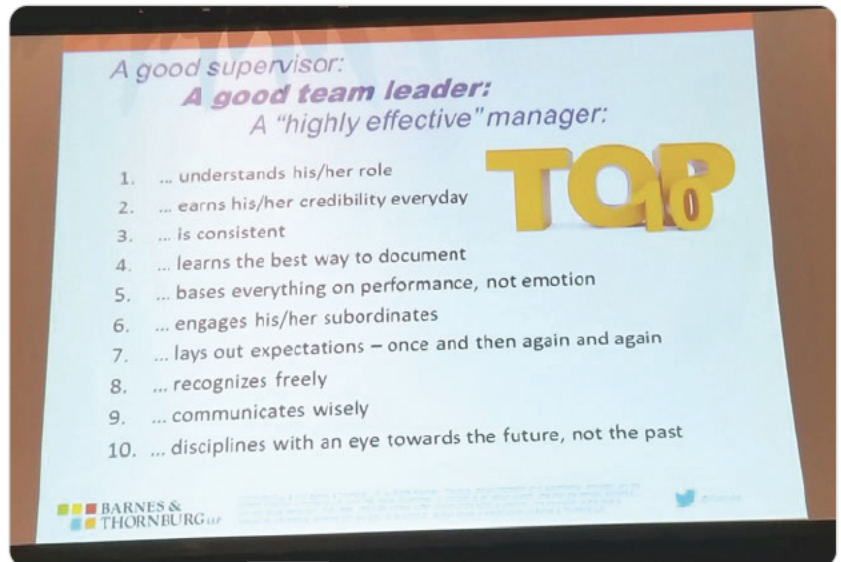


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Craig Frazier, SPHR @craig_frazier · 28 Aug 2017

Ten qualities of highly effective managers via @IN_SHRM #Top10 #INSHRM

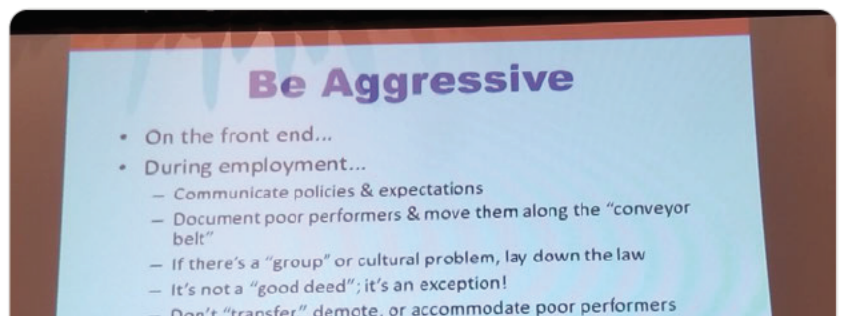


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Craig Frazier, SPHR @craig_frazier · 28 Aug 2017

Managing Employees: how to avoid bad employees. @IN_SHRM

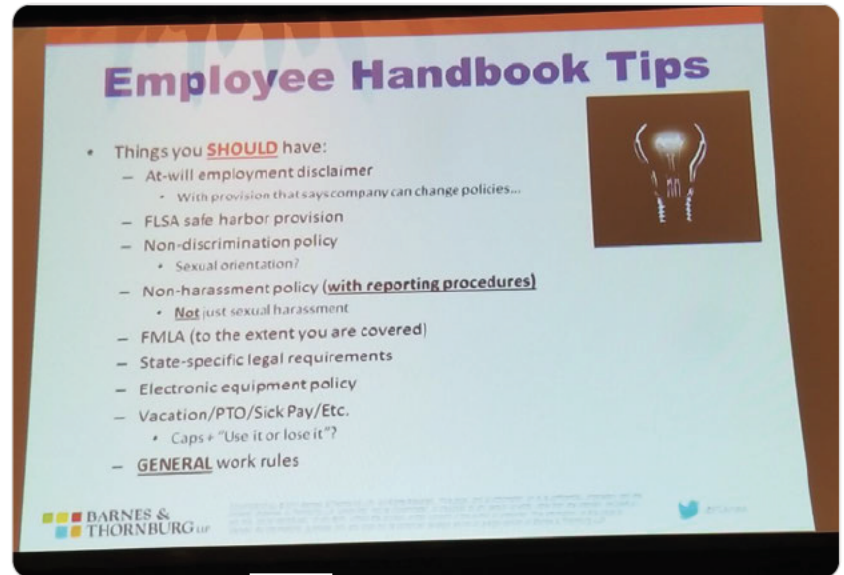


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Craig Frazier, SPHR @craig_frazier · 28 Aug 2017

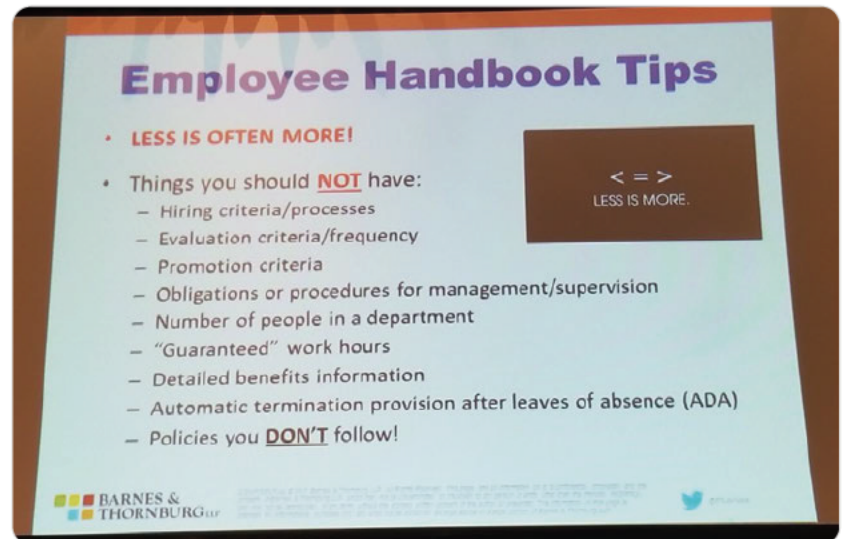
Employee Handbook Tips: things you **SHOULD** include! @IN_SHRM #INSHRM

1



Craig Frazier, SPHR @craig_frazier · 28 Aug 2017

Employee Handbook Tips: less is often more!!! #EEHandbook @IN_SHRM #INSHRM #ThingsToAvoid



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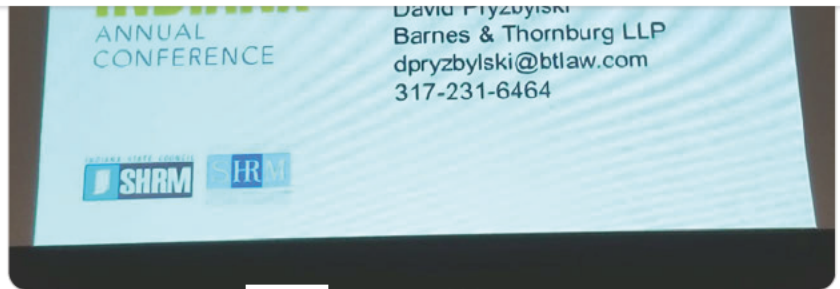
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Craig Frazier, SPHR @craig_frazier · 28 Aug 2017

Looking forward to kicking off the afternoon session with Practical HR Tips!!! #Legal #INSHRM @IN_SHRM

from:craig_frazier

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Craig Frazier, SPHR @craig_frazier · 28 Aug 2017

Fortunately the @IN_SHRM conference has plenty of charging stations around!!!
[#BatteryLife](#) [#Technology](#)



2



Craig Frazier, SPHR @craig_frazier · 28 Aug 2017

Waves to our HR friends at [#HRFL17](#) [@hrflorida](#) from @IN_SHRM [#INSHRM!!!](#)

2



Craig Frazier, SPHR @craig_frazier · 28 Aug 2017

Over the next 5-10 years the NLRB will become increasingly relevant to all companies both union & non-union. [#LegalUpdate](#) @IN_SHRM

3 2



Craig Frazier, SPHR @craig_frazier · 28 Aug 2017

Trump Employment Policies: advocating many family friendly policies so far.
[#LegalUpdate](#) @IN_SHRM [#WorkingFamiliesFlexibilityAct](#)

2 4



Craig Frazier, SPHR @craig_frazier · 28 Aug 2017

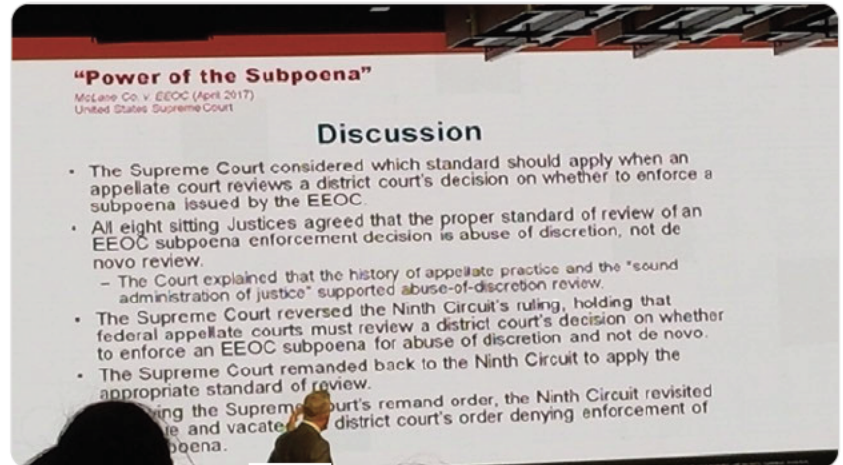
New govt administration providing relief to employers in several areas of employment law. [#PositiveOutlook](#) @IN_SHRM [#LegalUpdate](#) [#INSHRM](#)

1 3

from:craig_frazier

[Top](#) [Latest](#) [People](#) [Photos](#) [Videos](#) [News](#) [Broadcasts](#) "concrete harm" vs just a technical violation. @IN_SHRM  1**Craig Frazier, SPHR @craig_frazier** · 28 Aug 2017

People always ask me what we talk about at the HR conference...lol. #HRGold @IN_SHRM #INSHRM

  1 2**Craig Frazier, SPHR @craig_frazier** · 28 Aug 2017

Finding people in skilled trades, & attendance due to all the leave opportunities are big issues for companies in this economy. @IN_SHRM

  3 2**Craig Frazier, SPHR @craig_frazier** · 28 Aug 2017

Anti-harassment Training: have a sign in sheet, bring in an outside trainer, etc all go a long way. #MoneyWellSpent @IN_SHRM

  1 1**Craig Frazier, SPHR @craig_frazier** · 28 Aug 2017

EEOC Update: what is written by the previous administration & what is enforced by the current administration may vary. @IN_SHRM #INSHRM

 1  1 3**Craig Frazier, SPHR @craig_frazier** · 28 Aug 2017

Be sure to connect with & follow your fellow HR folks at the @IN_SHRM conference!!! #HRProTip via @sbrownehr



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**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017

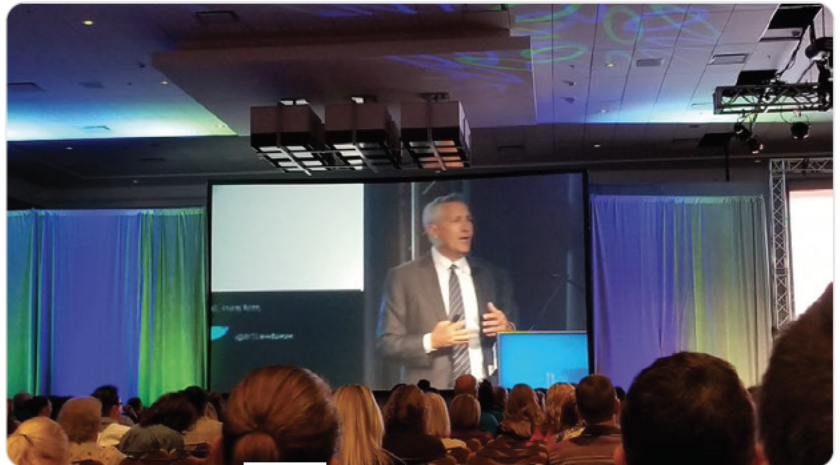
Recent Trump appointments are very favorable to employers as it relates to employment law. Ken Yerkes @IN_SHRM #INSHRM



1

**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017

Something for everyone at the "Everything Legal" session with Kenneth Yerkes @IN_SHRM #INSHRM



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**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017

Wow!!! Packed house for one of the favorite sessions " Everything Legal" @IN_SHRM with Ken Yerkes



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6

**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017

If anyone is looking for me I am the one walking around with a phone in my hand bumping into everyone @IN_SHRM 🤪🤪🤪 #INSHRM

from:craig_frazier

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Craig Frazier, SPHR @craig_frazier · 28 Aug 2017
Just ran into two of my favorite HR buds @IN_SHRM!!! @CVanderpool44 @drewcherryshow #INSHRM



  1 7



Craig Frazier, SPHR @craig_frazier · 28 Aug 2017
When your people feel happy and respected your organization will do great



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[Top](#) [Latest](#) [People](#) [Photos](#) [Videos](#) [News](#) [Broadcasts](#)**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017

Diversity makes us powerful as a nation. #AnuchaBrowne @IN_SHRM #INSHRM



2

5

**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017

Start where you are, use what you have and do what you can. #AnuchaBrowne @IN_SHRM #INSHRM



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**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017

Let your employees get to know you and focus on knowing them. Anucha Browne #BreakDownBarriers @IN_SHRM #INSHRM



3

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**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017

Experiences shape your confidence & your ability to share your true authentic voice with others. Anucha Browne @nukehoops @IN_SHRM #INSHRM



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**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017

Leaders should be willing to stand up in the face of adversity & say "this isn't right". #INSHRM



4

10

**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017

Anucha Browne telling her story & naming names @IN_SHRM conference! #Awareness #HRNightmare #INSHRM



3

**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017

It is bigger than you. #INSHRM



1

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**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017



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**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017As HR professionals we need to understand our different perspectives socially & politically. [#ValuePerspective](#) [#HRPositive](#) @IN_SHRM [#INSHRM](#)

2

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**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017We have major issues in this country but we are so fortunate for where we are & how far we have come. Anucha Browne @IN_SHRM [#INSHRM](#)

4

3

**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017The power of mentoring - great mentors help their mentees identify their vision. [#FindYourPassion](#) [#INSHRM](#) [#AnuchaBrowne](#)

2

**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017It's happening! Anucha Browne @nukehoops kicking off the opening keynote for @IN_SHRM [#INSHRM](#)

3

10

**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017[#INSHRM](#) chapter awards...lots of growth happening here!!! Which chapter wants to adopt me this year??? 🤔🤔🤔 @IN_SHRM

2

4

**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017Has anyone else ever used the SHRM Knowledge Center? Yes!!! [#SHRMMemberBenefits](#) [#INSHRM](#) @IN_SHRM

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**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017

One of my fave @ldausand kicking things off at the @IN_SHRM conference!



from:craig_frazier

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1 5

**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017

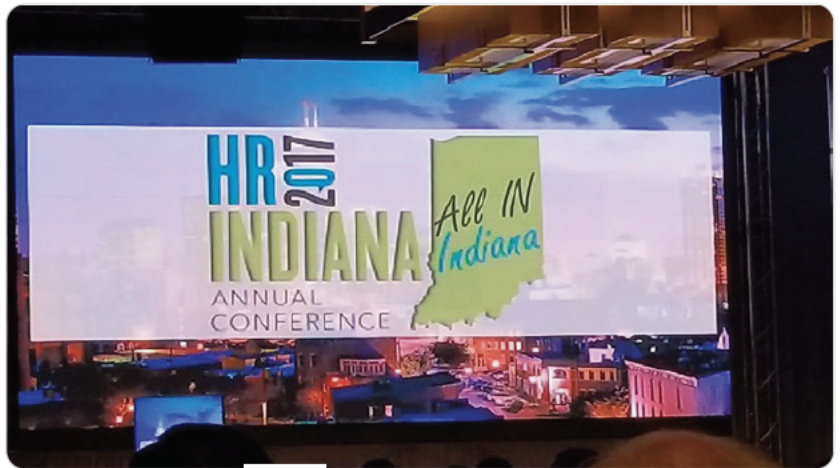
Replying to @hrwood1021

Haha...you were awesome!!! Looking forward to catching up with you.

1

**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017

Room is filling up for the opening session this morning @IN_SHRM



1 6

**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017

Shout out to my pal @hrwood1021 on #INSHRMHRTV this morning to kick off #INSHRM!!! @IN_SHRM





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1

**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2017

Good morning HR buds!!!! Excited to see you @IN_SHRM today!!! #INSHRM #INSHRM17



2

**Craig Frazier, SPHR** @craig_frazier · 27 Aug 2017

I will be live tweeting the sessions I attend this week @INSHRM for my HR buds who can't be here!!! #INSHRM #INSHRM17



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11

**Craig Frazier, SPHR** @craig_frazier · 27 Aug 2017

Replying to @MtnMD

This is so offensive. Your timeline if full of hate and anger. Sad. #PositivityMatters



2

**Craig Frazier, SPHR** @craig_frazier · 27 Aug 2017

Jumping on a plane today to attend #INSHRM!!! Should be a great week!!!



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from:craig_frazier

[Top](#) [Latest](#) [People](#) [Photos](#) [Videos](#) [News](#) [Broadcasts](#)**Craig Frazier, SPHR** @craig_frazier · 26 Aug 2017Replying to @IronStache @lenmastrapa @realDonaldTrump
You are an idiot.**Craig Frazier, SPHR** @craig_frazier · 25 Aug 2017

Whatsup @ErinMStevens!!! Looking forward to catching up with you and many of my HR buds next week at #INSHRM!!!



1



2

**Craig Frazier, SPHR** @craig_frazier · 24 Aug 2017

Replying to @ZerbRush

This is AWESOME! I come to #INSHRM from Charlotte. Great event!



3

**Craig Frazier, SPHR** @craig_frazier · 22 Aug 2017

Replying to @jfew_76

Yes for sure...I will look for you in the sea of 1700+ attendees! #INSHRM



1

**Craig Frazier, SPHR** @craig_frazier · 22 Aug 2017

@jfew_76 - are you attending #INSHRM this year???



1

**Craig Frazier, SPHR** @craig_frazier · 22 Aug 2017

I Agree!

Kayla Young @youngkm413

Replying to @craig_frazier

Yes! I am looking forward to catching up with you as well! I think this year will be one of the best yet!



1

**Craig Frazier, SPHR** @craig_frazier · 22 Aug 2017

Replying to @youngkm413

Awesome! Looking forward to catching up with you! Looks like it is going to be an awesome event!



1



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**Craig Frazier, SPHR** @craig_frazier · 22 Aug 2017

Hey there @youngkm413 - will you be at #INSHRM next week?



1



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**Craig Frazier, SPHR** @craig_frazier · 22 Aug 2017



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**Craig Frazier, SPHR** @craig_frazier · 22 Aug 2017

Hey @hrwood1021!!! Am I going to see you at #INSHRM next week?

**Craig Frazier, SPHR** @craig_frazier · 18 Aug 2017

Who is else is #HRPositive???



5

**Craig Frazier, SPHR** @craig_frazier · 17 Aug 2017Who else is planning to attend the #INSHRM17 conference??? #HRHype
#HRPositive

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**Craig Frazier, SPHR** @craig_frazier · 15 Aug 2017

Replying to @PatriciaHeaton

You are awesome. THANK YOU!!!

**Craig Frazier, SPHR** @craig_frazier · 10 Aug 2017

Replying to @JustinTwell78

Same here...



2

**Craig Frazier, SPHR** @craig_frazier · 31 Jul 2017

Thanks for connecting @SunGroupWP!

**Craig Frazier, SPHR** @craig_frazier · 26 Jul 2017

Replying to @GerstAndie

This is awesome...

**Craig Frazier, SPHR** @craig_frazier · 25 Jul 2017I've just joined HR Indiana 2017 community via @bizzabo
events.bizzabo.com/203346 #INSHRM cc: @IN_SHRM

3

**Craig Frazier, SPHR** @craig_frazier · 23 Jul 2017

Replying to @WilkinsonJamesD

That's a good idea...I need to investigate that avenue some more myself!



1

**Craig Frazier, SPHR** @craig_frazier · 23 Jul 2017

Replying to @WilkinsonJamesD



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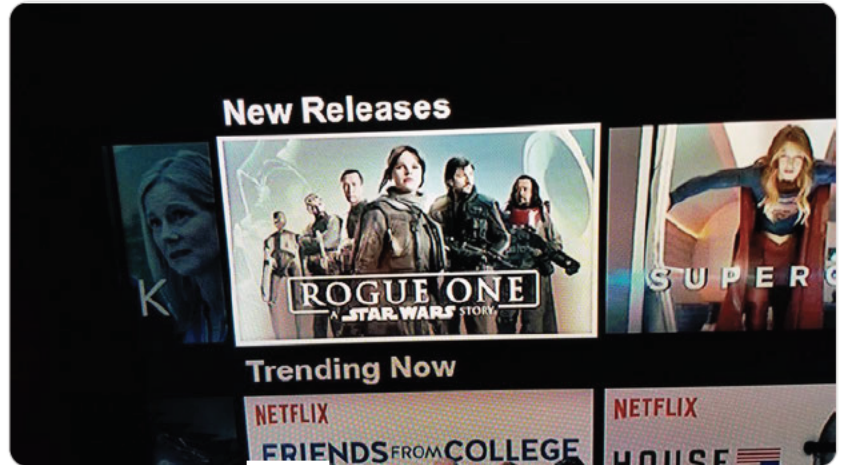
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I have been investigating [immigrants](#) lately, for my kids. Interested to see where game-based learning goes in the next 5-10 years.

1 1 2

**Craig Frazier, SPHR** @craig_frazier · 22 Jul 2017

Look what I just noticed on Netflix...guess it will be a late night for me!!!



6

**Craig Frazier, SPHR** @craig_frazier · 18 Jul 2017

Starting to get pumped for #INSHRM17! @IN_SHRM

6

**Craig Frazier, SPHR** @craig_frazier · 6 Jul 2017

Replying to @Acosta

No you aren't. @CNN = #fakenews

6

**Craig Frazier, SPHR** @craig_frazier · 6 Jul 2017

Replying to @Acosta

Dude....you are embarrassing yourself now. If you hate Trump that much you should get a different job. @CNN #FakeNews



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Build an Org Chart in Minutes, Share It with Anyone & Keep It Up-to-Date Automatically! Sign Up Free.
bit.ly/2sLkJ1m

**Craig Frazier, SPHR** @craig_frazier · 6 Jul 2017

Now Hiring: Customer Service Manager near Charlotte in Ft Mill, SC!

#TopWorkplace #SCJobs #NCJobs Apply Here: applicantpro.com/j/596678

1

**Craig Frazier, SPHR** @craig_frazier · 6 Jul 2017Excellent Management Opportunity near Charlotte!!! Manager, Customer Service in Fort Mill SC applicantpro.com/j/596678 #jobs #SCJobs #NCJobs

2

2

**Craig Frazier, SPHR** @craig_frazier · 1 Jul 2017

Replying to @hrindianashrm

Yes! Looking forward to another great conference, great speakers and plenty of live tweeting for our HR pals who can't make it.



1

**Craig Frazier, SPHR** @craig_frazier · 27 Jun 2017

Replying to @KyraMatkovichHR

Yeah...would be interested to know how that works out for them when the inevitable issues arise...



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**Craig Frazier, SPHR** @craig_frazier · 27 Jun 2017

Replying to @mattcharney



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**Craig Frazier, SPHR** @craig_frazier · 17 Jun 2017

Replying to @jessica_kriegel @JessicaKriegel

Are you comparing the recession in 2008 to the Great Depression of the 1930s? I think you may have just proven the authors point.

**Craig Frazier, SPHR** @craig_frazier · 14 Jun 2017

Replying to @KyraMatkovichHR

I grew up in Colorado...went to school in TN & ended up in NC. The Mile High City is home though.



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**Craig Frazier, SPHR** @craig_frazier · 14 Jun 2017

Replying to @KyraMatkovichHR @Broncos @KarlMecklenburg

I used to see @KarlMecklenburg & @SteveAtwater27 when I worked at Albertsons off of Arapahoe Rd in high school. Training camp was nearby.



1



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**Craig Frazier, SPHR** @craig_frazier · 14 Jun 2017

Replying to @KyraMatkovichHR

So AWESOME!!! I REALLY miss Colorado.



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**Craig Frazier, SPHR** @craig_frazier · 14 Jun 2017

Replying to @Jeffrey_NCSU @ScottAdamsSays

Just sad.



1

**Craig Frazier, SPHR** @craig_frazier · 14 Jun 2017

Replying to @ScottAdamsSays

Wonder if those that have been promoting violent rhetoric will feel any responsibility in the events at the ballgame? #RespectMatters



2



3

**Craig Frazier, SPHR** @craig_frazier · 14 Jun 2017

Replying to @nytimes @akaBruno

If you didn't wash your hair for a week...well that's on you! Lol.

**Craig Frazier, SPHR** @craig_frazier · 14 Jun 2017

Replying to @KyraMatkovichHR @Broncos @KarlMecklenburg

Wow! I am super jealous! @KarlMecklenburg is one of my all-time favorite



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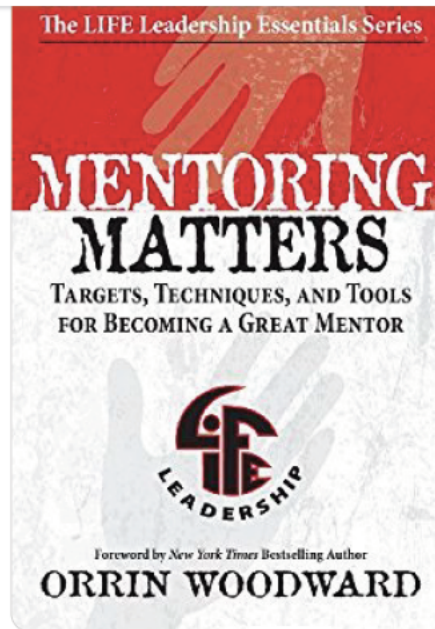


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**Craig Frazier, SPHR** @craig_frazier · 14 Jun 2017

@SHRM - love the communication but I keep getting mailers asking me to join SHRM...I am already a member! Hate to see you waste \$ on me. :)

**Craig Frazier, SPHR** @craig_frazier · 13 Jun 2017

Replying to @ShirlTheCFO

Thank you! Glad to connect with you!



1

**Craig Frazier, SPHR** @craig_frazier · 11 Jun 2017

Elevate your faith and be a positive influence on those around you.
[#SundayMotivation](#)



1

**Craig Frazier, SPHR** @craig_frazier · 8 Jun 2017

Good News for Business: Labor Department Revokes Expansive Definitions of 'Employer'. [#OverReach](#) [shrm.org/ResourcesAndTo...](#)

**Craig Frazier, SPHR** @craig_frazier · 8 Jun 2017

Senior Connection: Common Questions Seniors Have
[tristatehomepage.com/news/lifestyle...](#)

**Craig Frazier, SPHR** @craig_frazier · 5 Jun 2017

Good ideas...Want Your Best Employees to Never Leave You? Ask Them 5 Simple Questions [@MargalSchwantes](#) [inc.com/margal-schwantes](#) via [@Inc](#)



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[Top](#) [Latest](#) [People](#) [Photos](#) [Videos](#) [News](#) [Broadcasts](#)**Craig Frazier, SPHR** @craig_frazier · 4 Jun 2017

How To Write A Business Plan Video Walkthrough with FREE Business Plan Download. via @BizPlanExamples Watch Here --> [youtube.com/watch?v=NX2CH2...](https://www.youtube.com/watch?v=NX2CH2...)



1

**Craig Frazier, SPHR** @craig_frazier · 15 May 2017

Replying to @wattsnextMatt

OR... "let me play devil's advocate"...I hate that one. Has ruined more than a few brilliant ideas. #DontBeThatPerson

**Craig Frazier, SPHR** @craig_frazier · 11 May 2017

The 5 Skills I Honed From Other Jobs That Have Served Me Well in my HR Career timsackett.com/2017/04/27/the... via @TimSackett



1

**Craig Frazier, SPHR** @craig_frazier · 11 May 2017

Replying to @JWashSquared @WWLAMFM

Lots of hate all the way around...



1

**Craig Frazier, SPHR** @craig_frazier · 10 May 2017

Agree to disagree...lol.

Ted Bauer @tedbauer2003

Please don't lead your #LinkedIn with "Big Data Ninja."

**Craig Frazier, SPHR** @craig_frazier · 3 May 2017

Thank you!!!

from:craig_frazier

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#Leadership #Change



3

**Craig Frazier, SPHR** @craig_frazier · 3 May 2017

More choices and flexibility for employees...

General Counsel News @GenCounNewsHouse Republicans Just Voted to Change Overtime Rules for Workers
bit.ly/2plpzdg #employmentlaw #hr**Craig Frazier, SPHR** @craig_frazier · 3 May 2017The Power in Acknowledging Others - go.shr.lc/2pxzyla @mikelethroza

1

**Craig Frazier, SPHR** @craig_frazier · 28 Apr 2017

No danger of this ever happening..

Inc. @IncBeing Comfortable at Work is Actually More of A Curse than A Blessing
@JessRovello on inc.com/2oT7u9c**Craig Frazier, SPHR** @craig_frazier · 28 Apr 2017

Agree - great list! #FF

Michael Chopp SHRM-CP @MichaelChoppGreat people to follow! #ff #payitforward @carolmacd @DaveTheHRCzar
@HRWarrior @JenniferMcClure @TimSackett @HRJK2015**Craig Frazier, SPHR** @craig_frazier · 27 Apr 2017

Replying to @tedbauer2003

You are putting together some quality insights my friend. Nice work!



1

**Craig Frazier, SPHR** @craig_frazier · 27 Apr 2017

Great article and insights from @tedbauer2003 #MustRead

**Ted Bauer** @tedbauer2003How we miss the boat on employee happiness:
bit.ly/2p22fnv

1





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**Craig Frazier, SPHR** @craig_frazier · 26 Apr 2017 ✓The Post-It Note that Made Me a Better Leader soul2work.com/2017/04/the-po...
via @soul2work

1

**Craig Frazier, SPHR** @craig_frazier · 22 Apr 2017 ✓"As we more effectively mentor others, we directly increase the quality of leadership in our world" - Mentoring Matters [#Leadership](#)**Craig Frazier, SPHR** @craig_frazier · 21 Apr 2017 ✓Loving the [#S8](#) although Bixby feature reminds me of Amazon firefly app (not in a good way). I keep hitting Bixby button instead of volume!**Craig Frazier, SPHR** @craig_frazier · 21 Apr 2017 ✓The Cure for Impatience: Gratitude inc.com/jessica-stillm... via @Inc



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**Craig Frazier, SPHR** @craig_frazier · 18 Apr 2017

Replying to @workology @TimSackett

Can't make the webinar but hoping it is available for download later?

**Craig Frazier, SPHR** @craig_frazier · 18 Apr 2017

Just got notified that my #galaxyS8 from @TMobile is on the way!!!!!!

**Craig Frazier, SPHR** @craig_frazier · 16 Apr 2017

Happy Easter friends!!! Be a positive light as an example for others. #Leadership #SundayMotivation



2

**Craig Frazier, SPHR** @craig_frazier · 14 Apr 2017Recognizing & Empowering Teamwork lnkd.in/eruYNAU

5

10

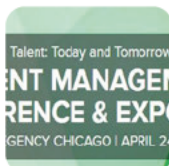
**Craig Frazier, SPHR** @craig_frazier · 14 Apr 2017

Replying to @CoopsCoaching

Thanks @CoopsCoaching!!! Back at you!

**Craig Frazier, SPHR** @craig_frazier · 14 Apr 2017

Great list!

**Mary Kaylor, SHRM-CP** @SHRMKaylorFollow @TimSackett @sharlyn_lauby @TonyDZamora @jmillermerrrell for blogs and tweets from #SHRMTalent Conf next week! conferences.shrm.org/talent-conference



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Just remember - roughly half of everyone disagrees with your political opinion.
[#PoliticsInHR](#) [#NotGreatOdds](#)



1



Craig Frazier, SPHR @craig_frazier · 12 Apr 2017



Google just launched a new website that can turn your doodles into surprisingly good artwork read.bi/2o67PV7 via [@sai](#)



2



Craig Frazier, SPHR @craig_frazier · 11 Apr 2017



Replying to [@mindwalkHR](#)

I had to look that one up! Looks interesting and most of the reviews agree with you. I'll check it out - thanks [@MindWalkHR!](#)



1



Craig Frazier, SPHR @craig_frazier · 11 Apr 2017



Replying to [@JWashSquared](#)

Love that one! Definitely on the all-time top book list! Thanks [@joewashingtonjr!](#)



1



Craig Frazier, SPHR @craig_frazier · 11 Apr 2017



Replying to [@baker1305](#)

Thanks Eric! Let me know how it is once you finish up...



Craig Frazier, SPHR @craig_frazier · 11 Apr 2017



Replying to [@laura_maie](#)

Nice! Will have to add this one to the list...thanks!



1



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Top Latest People Photos Videos News Broadcasts**Craig Frazier, SPHR** @craig_frazier · 9 Apr 2017

The power of your story is important and can impact those around you for the better. #SundayMotivation #Leadership



2

1

**Craig Frazier, SPHR** @craig_frazier · 9 Apr 2017

We are wired to share those things we are impacted by - what are you sharing? #Leadership #SundayMotivation via @Lakeshorecf

**Craig Frazier, SPHR** @craig_frazier · 9 Apr 2017

We are wired to share those things that impact us. What are you sharing? #FindThePositive #Leadership #HRPositive #SundayMotivation



1

**Craig Frazier, SPHR** @craig_frazier · 9 Apr 2017

GROW For Impact

bible.com/events/198412 #SundayMotivation via @Lakeshorecf



1

**Craig Frazier, SPHR** @craig_frazier · 7 Apr 2017

Thanks @sbrownehr! Great list of folks to follow!

Steve Browne @sbrownehr

People who make #HR rock !! @johnphudson @HeatherKinzie @craig_frazier @TheHrbuddy @ActivateLearn @tamarahagerty @tmasberry #FF

**Craig Frazier, SPHR** @craig_frazier · 7 Apr 2017"What if we focused more on employee's strengths?" by @tedbauer2003
medium.com/@tedbauer2003/

from:craig_frazier

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If you aren't already following @MeghanMBiro climb out from under your rock! :)





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insecurities and self-doubt. s.hbr.org/2nDWP2r

**Craig Frazier, SPHR** @craig_frazier · 2 Apr 2017

Replying to @Carl_Eidson

Thanks Carl - I appreciate that!



1

1

**Craig Frazier, SPHR** @craig_frazier · 2 Apr 2017

Press in...press through & open your eyes to the opportunities in front of you to make a positive impact #SundayMotivation via @Lakeshorecf



1

2

**Craig Frazier, SPHR** @craig_frazier · 2 Apr 2017

Are we so busy that we miss opportunities to impact those around us?

#BeMoreOpen #HRPositive #Leadership



2

**Craig Frazier, SPHR** @craig_frazier · 2 Apr 2017

Take advantage of the valuable opportunities to connect & positively impact the employees in your organization. #HRPositive #HRLeadership



1

1

**Craig Frazier, SPHR** @craig_frazier · 31 Mar 2017

Yes!!! Not sure how / why Fridays have gotten so busy.

Meghan M. Biro @MeghanMBiroAhhh...Friday. One of my busiest days for some reason. Anyone else feeling this? #Friday #Friyay... [instagram.com/p/BST7_jNjqbu/](https://www.instagram.com/p/BST7_jNjqbu/)**Craig Frazier, SPHR** @craig_frazier · 31 Mar 2017The End Of Culture Fit via @forbes forbes.com/sites/larsschm...**Craig Frazier, SPHR** @craig_frazier · 29 Mar 2017

Replying to @marefairlie

- back atcha Mary!!!



1

**Craig Frazier, SPHR** @craig_frazier · 29 Mar 2017

HR + Marketing =

from:craig_frazier

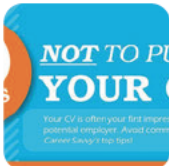
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Craig Frazier, SPHR @craig_frazier · 29 Mar 2017

This is great....



Epic CV @Epic_CV

[INFOGRAPHIC] 10 Things Not To Put In Your Resume/CV dld.bz/dWev5 #resume #cv #resumetips #infographic

1



Craig Frazier, SPHR @craig_frazier · 28 Mar 2017

Just remember HR buddies...not everyone shares your political views. #HRProTip

2



Craig Frazier, SPHR @craig_frazier · 27 Mar 2017

I get it although it seems a little hypocritical coming from the company forcing transparency on everyone else. #JustSaying

Glassdoor @Glassdoor

Replying to @craig_frazier

2/...we do not share these processes. Learn more here: gldr.co/1hj9ljE



Craig Frazier, SPHR @craig_frazier · 27 Mar 2017

Anyone else reading Multipliers by @LizWiseman? Great book for learning how



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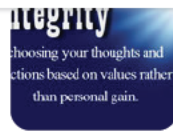
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You're a whole lot more valuable if your values, statements and actions are all in alignment.



Craig Frazier, SPHR @craig_frazier · 26 Mar 2017



Top Human Resources hashtags on Twitter. [#HR](https://harmarketer.com/blog/2016/03/t) harmarketer.com/blog/2016/03/t



2



Craig Frazier, SPHR @craig_frazier · 26 Mar 2017



Never run out of coffee. [#ProTip](#)



2



Craig Frazier, SPHR @craig_frazier · 25 Mar 2017



Got to meet with several fantastic candidates this week for our upcoming leadership development class. It should be an AWESOME group!



1



Craig Frazier, SPHR @craig_frazier · 25 Mar 2017



Do you understand the company values & mission of your company? How do you engage other employees in your positive company culture?



Craig Frazier, SPHR @craig_frazier · 25 Mar 2017



Agree with this...let us choose you based on your experience and skillset...not your looks.

Epic CV @Epic_CV

Don't show the world how beautiful you are on your resume. No photos.

[#resume](#) [#resumetips](#)



Craig Frazier, SPHR @craig_frazier · 25 Mar 2017



Replying to [@Glassdoor](#)

Yes but [@Glassdoor](#) has few if any resources for companies to fight outright lies & anonymous slander that could be from anywhere. [@JRock96](#)



2



Craig Frazier, SPHR @craig_frazier · 25 Mar 2017



Replying to [@sbrownehr](#)

- [@Glassdoor](#) is a haven for disgruntled employees & anonymous complaints. Reliability is very questionable. [@ProHRNerd](#)



2



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managers do not know... #Leadership



1

**Craig Frazier, SPHR** @craig_frazier · 23 Mar 2017

Replying to @khansen86

- awesome...sounds like a great format for it!!!



1



1

**Craig Frazier, SPHR** @craig_frazier · 22 Mar 2017

How do you positively engage employees in the culture and vision of your company? #Leadership #Ownership



1



2

**Craig Frazier, SPHR** @craig_frazier · 22 Mar 2017

@hrwood1021 - how are you Paula?!?!? Can't believe it is already time to start thinking about #INSHRM registration!



1

**Craig Frazier, SPHR** @craig_frazier · 21 Mar 2017

How are you taking initiative in the job you have today in order to prepare yourself for the job you want in the future? #Initiative



2

**Craig Frazier, SPHR** @craig_frazier · 21 Mar 2017

Do you make it harder or easier for your boss? If you were in charge would you want to have you as an employee? #Leadership #Ownership



1

2

**Craig Frazier, SPHR** @craig_frazier · 17 Mar 2017

@SeusCraft - got the #KID-A-LOO team in the mail today & my kids are ECSTATIC! They were SO excited to see their characters! 5 star AWESOME!



1

6

**Craig Frazier, SPHR** @craig_frazier · 17 Mar 2017



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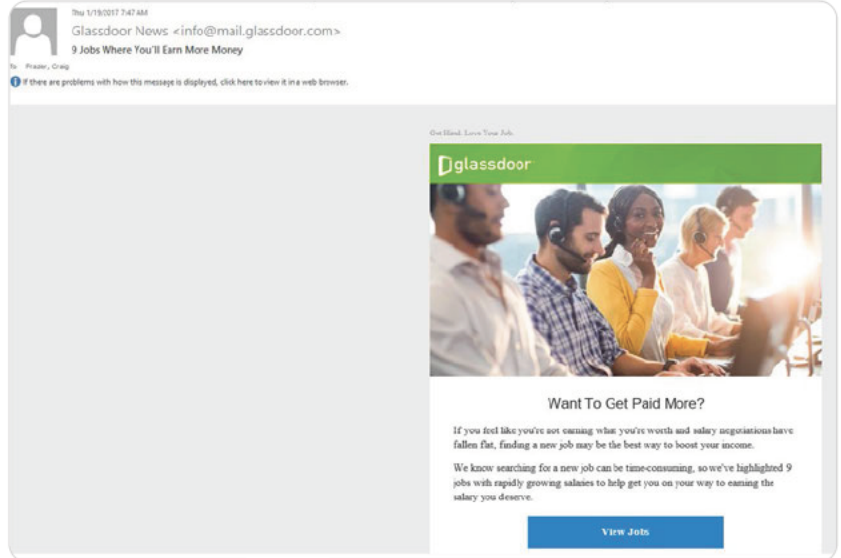
from:craig_frazier

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[Top](#) [Latest](#) [People](#) [Photos](#) [Videos](#) [News](#) [Broadcasts](#)**Craig Frazier, SPHR** @craig_frazier · 19 Jan 2017

A shame that @glassdoor says they want to partner with companies but then undermines them by sending employees e-mails like this....



3

**Craig Frazier, SPHR** @craig_frazier · 24 Nov 2016

Replying to @lotusbuckner

- Happy Thanksgiving to you as well!



2

**Craig Frazier, SPHR** @craig_frazier · 22 Nov 2016

Replying to @SHRMPress

Except all the work is done and changes communicated to employees at this point. @SHRMPress @SHRM



3

**Craig Frazier, SPHR** @craig_frazier · 18 Nov 2016

Replying to @youngkm413

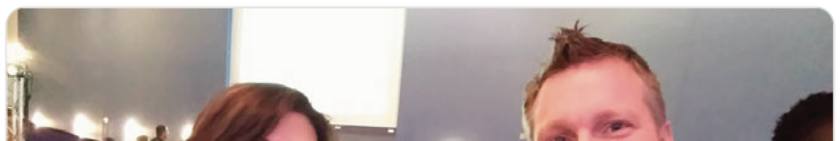
- thank you!!!!



1

**Craig Frazier, SPHR** @craig_frazier · 17 Nov 2016

5th place in the extra large company category for Best Places to Work in Charlotte!!! #CBJEvents #KBARocks





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1 4

**Craig Frazier, SPHR** @craig_frazier · 17 Nov 2016

At Best Places to Work awards in the Charlotte Convention Center! #CBJLIVE.



1 4

**Craig Frazier, SPHR** @craig_frazier · 31 Oct 2016

Happy Halloween to these HR pros! @sbrownehr @CyndyTrivella @TheOneCrystal @beneubanks @SteveBoese @TimSackett @PerryTimms @hrprose

5

**Craig Frazier, SPHR** @craig_frazier · 31 Oct 2016

Employee engagement at Key Benefit Administrators via @QuantumWork #HalloweenContest



1 1

**Craig Frazier, SPHR** @craig_frazier · 22 Sep 2016



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Craig Frazier, SPHR @craig_frazier · 18 Sep 2016

Great game in Carolina today!!! #GoPanthers #KeepPounding

1



Craig Frazier, SPHR @craig_frazier · 18 Sep 2016

This is a rout! #GoPanthers

2



Craig Frazier, SPHR @craig_frazier · 18 Sep 2016

Watching the Panthers beating the 49ers on a beautiful Sunday. #GoPanthers



Craig Frazier, SPHR @craig_frazier · 12 Sep 2016

Ice-T at a lemonade stand...genius commercial. #ReadTheSign #Lol

2



Craig Frazier, SPHR @craig_frazier · 12 Sep 2016

So awesome!!!

Thaddeus Rex @thaddeusrex

Coollest Boardgame ever!! #INSHRM Check it out @craig_frazier Just found the vid from last week. youtube.com/watch?v=QPfdbK...

1



Craig Frazier, SPHR @craig_frazier · 8 Sep 2016

Go Broncos!!! #Lol



Craig Frazier, SPHR @craig_frazier · 7 Sep 2016

Replying to @HarrisonNFL

- Broncos not even in the top 5??? C'mon Harrison did you pull your rankings out of a hat? #PowerRankings



Craig Frazier, SPHR @craig_frazier · 5 Sep 2016

People won't follow just because you ask them to. Be prepared to invest in the relationships you want to lead.

1 1 5



Craig Frazier, SPHR @craig_frazier · 2 Sep 2016

Awww...thanks!!! I appreciate you as well....I only follow the coolest and smartest people!

Wilma Zalabak @WalkingWil

#FF I so appreciate mv wise interactors @craig_frazier @argoexdo



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Top Latest People Photos Videos News Broadcasts**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2016Aspirational or descriptive: The two ways to name your brand bit.ly/2bMxb55

1

**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2016

Replying to @thaddeusrex

lol...yeah you guys had a better 1st quarter strategy but we were built to last!
[@kahlrichs](#)

1



1

**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2016Also...my team would have totally beat [@thaddeusrex](#) & his team if we would have gone past the first quarter! :) [#GG](#) [#INSHRM](#) [@kahlrichs](#)

1



1

**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2016[@kahlrichs](#) - thank you for setting up the Strategic Interplay session & for encouraging me to attend! It was a fantastic add to [#INSHRM](#)

1

**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2016Wow!!! Pretty sure [@hrflorida](#) threw down the gauntlet with this one [@IN_SHRM!](#)
[#HRFL16](#) [#INSHRM](#) [#DanRatherDance](#)**Deborah Herman** @DeborahHerman.@DanRather, you Sir know how to shake your groove thing! (look for it at about 1:28) [youtube.com/watch?v=TM9GcJ...](https://www.youtube.com/watch?v=TM9GcJ...) [#keepdancingorlando](#)
[#HRFL16](#)

3

**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2016

Very true! Wish more leaders understood this!

Brooklyn Stabile @brainybrunetteAverage Leaders have "role power" or influence based on position & expertise. Great leaders also work to build "relationship power." [#HRFL16](#)

2

**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2016

Replying to @thaddeusrex

- lol...[#android](#)

1

**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2016



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1

**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2016Thanks to @IN_SHRM for another AWESOME conference!!! See you next year!
#INSHRM

1



4

**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2016Been a blast catching up w/my Twitter buds this week!!! @drewcherryshow
@RayKliwer @doug_applegate @thaddeusrex @bradgalin #INSHRM

2

**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2016Great getting to spend some time with part of my awesome HR team at
#INSHRM!

3

**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2016Replying to @thaddeusrex
- you too!!! Love your ideas...let me know if I can help in any way.

1

**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2016

Yes - so excited to finally catch up with you both!!!

**Erin M. Stevens, SHRM-CP, PHR, CIR** @ErinMStevens
Finally got to see @craig_frazier !!!!! @ldausend

1

**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2016



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**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2016Human beings naturally like doing what other human beings are doing. [#Connect](#) [#Challenge](#) [#Commit](#) - via Seth Godin [#INSHRM](#)

1

**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2016If you are just hiring compliant people you are doomed. How do we differentiate? - via Seth Godin [@ThisIsSethsBlog](#) [#INSHRM](#)

2

**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2016The power of a network is the square of the power of the people in the network. [#MetcalfesLaw](#) [#INSHRM](#)

2

3

**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2016Treat different people DIFFERENTLY. - via Seth Godin [#INSHRM](#)

3

3

**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2016Geeking out hearing one of my favs Seth Godin at keynote speech for [#INSHRM!!!](#)

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**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2016

Yes so pumped to see you F2F!!! #INSHRM

**Laura Noble Cooper** @LalanobleLaura#INSHRM I finally found my Twitter buddy! @craig_frazier
!! So enjoyed your tweets!

1



2

**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2016

Pumped to catch up with @hrwood1021 at #INSHRM!!!



2

7

**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2016

Replying to @thaddauser

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Craig Frazier, SPHR @craig_frazier · 31 Aug 2016

Strategic Interplay #WinningStrategy #INSHRM







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Craig Frazier, SPHR @craig_frazier · 31 Aug 2016

Pumped to participate in the Interplay Strategic Business Simulation this morning!
#INSHRM





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Replying to @avishp

- you killed it today...great job! #SoFunny #INSHRM



2

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2016

It isn't how well you plan it is how quickly and efficiently you respond to the change moments in your life. #INSHRM



3

4

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2016

Vision must have meaning and purpose in order for employees to follow. They need to understand why. #INSHRM



1

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2016

Fun time hanging out with the #RiskAware team - racing cars at #INSHRM!



1



2

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2016

@dossip - @lisamsterling was talking about you today...sounds like you make a great team! #StrongLeadership



1



3

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2016

Hoping to catch up w/ my Twitter buds @AngieJB123 @ldausend @ErinMStevens @hrwood1021 @youngkm413 @LalanobleLaura & @kahlrichs at #INSHRM



3



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5

**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2016

Employee Engagement talk from @lisamsterling was worth the price of the conference. Excellent! @Ceridian #INSHRM

from:craig_frazier

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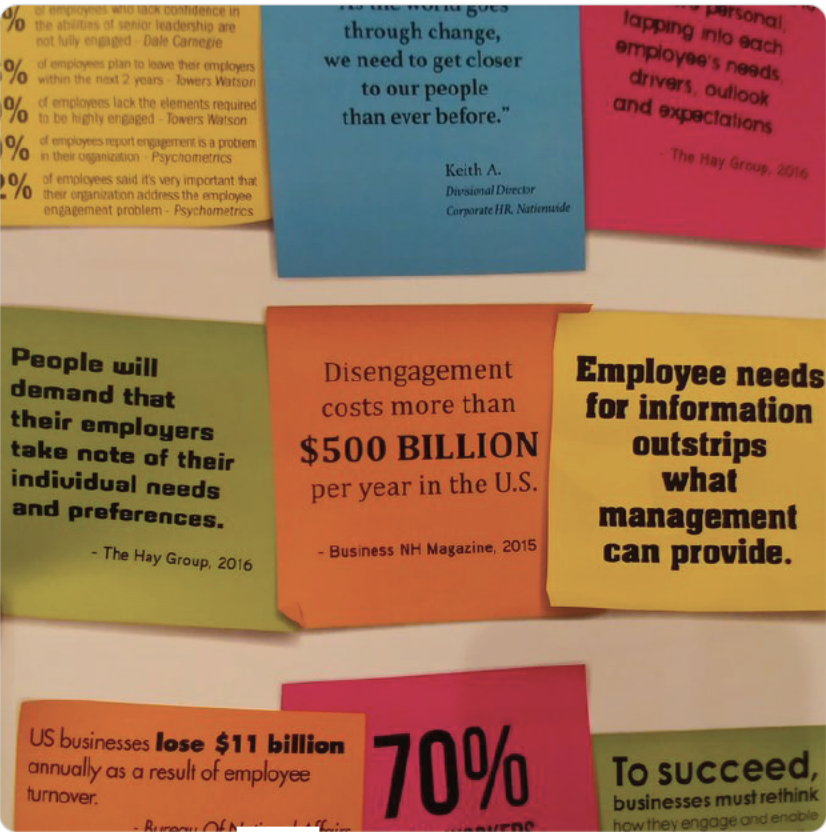


1



Craig Frazier, SPHR @craig_frazier · 30 Aug 2016

Did you know....? #EmployeeEngagement #INSHRM







1



Craig Frazier, SPHR @craig_frazier · 30 Aug 2016

Make employee-focused decisions and fit the compliance rules around what is best for your people. #People First #INSHRM





3

2



Craig Frazier, SPHR @craig_frazier · 30 Aug 2016

from:craig_frazier

[Top](#) [Latest](#) [People](#) [Photos](#) [Videos](#) [News](#) [Broadcasts](#)[1](#) [1](#)**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2016

86% of employers cited leadership gaps as a top issue in 2015. People don't leave companies they leave leaders. #INSHRM

[1](#) [1](#)**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2016

Culture Building: if you don't know who you are as a company a consultant can't help you figure that out. What do you believe? #INSHRM

[1](#) [1](#)**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2016

Replying to @irishpuppieshq

- tying the surveys to the individuals...instead of anonymous surveys. People feel like their feedback is being heard.

[1](#) [1](#)**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2016

Wow! @lisamsterling is absolutely crushing this EE engagement talk! #GoldMine #INSHRM

[1](#) [3](#)**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2016

Employee engagement starts with strong leadership. Engagement isn't an issue w/ employees when right leaders are in place. #INSHRM

[1](#) [4](#) [6](#)**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2016

Moving away from anonymous engagement surveys so employees actually feel like they are being heard. Interesting! #INSHRM

[1](#) [1](#)**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2016

U.S. employee engagement at only 32.5%. A staggering number considering the side effects of a disengaged workforce. @lisamsterling

[1](#) [3](#) [2](#)**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2016

Pumped for this session: Building a Successful Strategy to Drive Employee Engagement! #INSHRM

[1](#) [3](#)**Craig Frazier, SPHR** @craig_frazier · 30 Aug 2016

Awesome! I am flexible - just let me know when you are around...

Thaddeus Rex @thaddeusrex

@craig_frazier Will be stopping by @IN_SHRM this afternoon - and to see

from:craig_frazier

[Top](#) [Latest](#) [People](#) [Photos](#) [Videos](#) [News](#) [Broadcasts](#)**Brad Galin (he/him/his) @bradgalin**

I will certain be looking for the full report by @RandstadUSA on Sept. 6th as being shared by @JimLinkHR at #INSHRM

**Craig Frazier, SPHR @craig_frazier** · 30 Aug 2016

HR Pro Tip: don't just do a swag grab...spend some time w/ the vendors that make the conference possible! - via @sbrownehr #INSHRM #HRFL16

1 1 10

**Craig Frazier, SPHR @craig_frazier** · 30 Aug 2016

Judge every human being on the content of their character rather than on any other identifying characteristic - via @JimLinkHR #INSHRM

2 3

**Craig Frazier, SPHR @craig_frazier** · 30 Aug 2016

Good morning to #HRFL16 from all of us here at #INSHRM! #Day2

1 1 4

**Craig Frazier, SPHR @craig_frazier** · 30 Aug 2016

Replying to @youngkm413

- scary stat for HR folks...

1

**Craig Frazier, SPHR @craig_frazier** · 30 Aug 2016

Lol...

**Leigh Crick @LeighCrick1**

Supporting @yorkjeremy at his 7AM session! Who scheduled that?!? #earlyriser #cantstopwontstop #INSHRM

**Craig Frazier, SPHR @craig_frazier** · 30 Aug 2016

Starting the day off right with an awesome breakfast at #INSHRM





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**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2016

Haha...lol! Too funny.

**Laura Noble Cooper** @LalanobleLaura

Replying to @craig_frazier

Now I have a selfie with @ErinMStevens ! #dinner #hr #INSHRM

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2016

Looks like my Twitter buddy @ErinMStevens got selfies with everyone but me today at #INSHRM!!!! Scheduling my appointment for tomorrow!



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**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2016

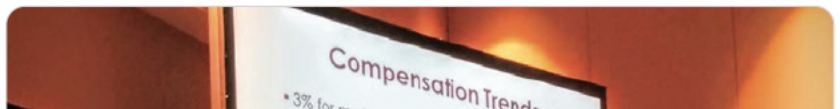
#INSHRM Highlight: got to see my buddy Doug Applegate at the Kelly Services booth!!! Stop by and see this guy!



2

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2016

Current compensation trends from #INSHRM





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**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2016

@IN_SHRM - awesome conference so far on day 1...great work on this excellent event!!!! [#INSHRM](#)



3

2

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2016

Informative session on compensation from Cassandra Faroute (Total Rewards Solutions) & Mary Kay Conley (Veolia North America) at [#INSHRM](#)

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2016

Manager compensation is not just about the number of employees but also the type of employees being managed. [#ArtScience](#) [#INSHRM](#)

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2016

It is not unusual for long term technical employees to make more than their manager but managers typically have a higher range. [#INSHRM](#)



1

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2016

Lump sum performance bonuses for people at the top of the pay range is becoming a common solution vs. annual increases above range. [#INSHRM](#)

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2016

Warning: profit sharing programs can quickly become an employee expectation. Morale issues if targets are missed. [#INSHRM](#)

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2016

New Trend: separate performance evaluations & merit increases to encourage better performance conversations. [#INSHRM](#)

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2016

If top performers aren't getting 1.5 times more in merit increases than average performers they will not truly feel differentiated. [#INSHRM](#)



1



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**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2016

Most companies have some overlap between pay ranges to lessen huge jumps in pay for promotions. [#INSHRM](#)

from:craig_frazier

[Top](#) [Latest](#) [People](#) [Photos](#) [Videos](#) [News](#) [Broadcasts](#)**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2016

When using market pricing surveys it is best to use 2 to 3 sources instead of relying too heavily on a single data source. #INSHRM



1

4

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2016

Be careful using only job titles when doing a salary comparison. Instead match the job descriptions to account for variables. #INSHRM

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2016

Replying to @MikeTownsend28

- yeah wish you were here buddy. #NextYear



1

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2016

Exactly!!!! #Priorities

Michael Townsend @MikeTownsend28

Replying to @craig_frazier

I guess the suit is to make people think you are there for business? I'd be there next to you. #INSHRM



1

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2016

Yeah I am totally playing video games at #INSHRM courtesy of #TruPay #HRRocks



1



2

**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2016

A good job description documents the work, is a basis for performance appraisals and is necessary for legal defense and compliance. #INSHRM



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Compensation philosophy will drive decisions and strategies of the company. Does your philosophy support business goals? [#INSHRM](#)



2

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Craig Frazier, SPHR @craig_frazier · 29 Aug 2016

When it comes to legal compliance w/ changes to EE classification laws be sure job descriptions are up to date with core functions. [#INSHRM](#)



2



Craig Frazier, SPHR @craig_frazier · 29 Aug 2016

Cut through the jargon and hot air - cut through with the right questions. - Ram Charan [#INSHRM](#)



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Craig Frazier, SPHR @craig_frazier · 29 Aug 2016

No CEO gets paid for vision or strategy unless they deliver the numbers. - Ram Charan [#INSHRM](#)



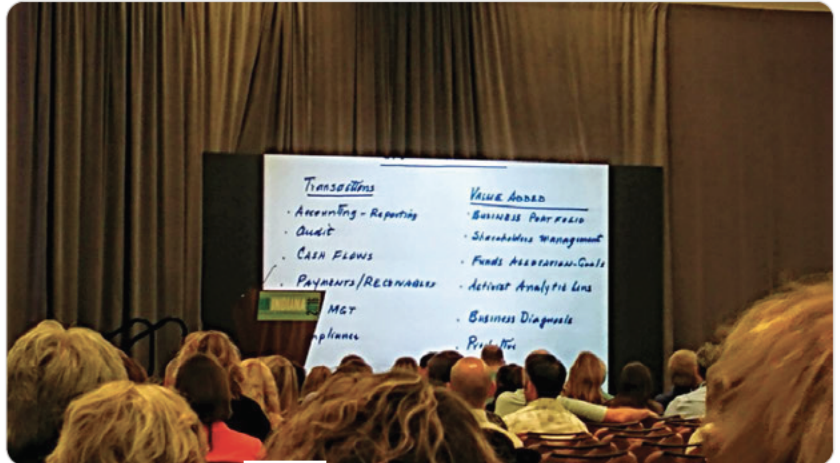
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2



Craig Frazier, SPHR @craig_frazier · 29 Aug 2016

Ram Charan - I don't do PowerPoint. Lol. [#INSHRM](#)



2

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Craig Frazier, SPHR @craig_frazier · 29 Aug 2016

Kicking off the 22nd [#INSHRM](#) in style...great crowd!



from:craig_frazier

[Top](#) [Latest](#) [People](#) [Photos](#) [Videos](#) [News](#) [Broadcasts](#)**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2016Replying to @drewcherryshow
- awesome buddy...see you at #INSHRM!**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2016

Currently reading Emotional Intelligence 2.0. Anyone else reading anything interesting?

**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2016

Anyone else coming to the #INSHRM conference from out of town???



1



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**Craig Frazier, SPHR** @craig_frazier · 27 Aug 2016

Sorry to hear that Michael!!!

Michael Townsend @MikeTownsend28

Replying to @ErinMStevens @craig_frazier

Craig - Not able to attend this year. I'm sure it will be a great conference.
#INSHRM

1

**Craig Frazier, SPHR** @craig_frazier · 26 Aug 2016Replying to @ErinMStevens
- lol...spare battery...I will be in business!

1

**Craig Frazier, SPHR** @craig_frazier · 26 Aug 2016

I will be live tweeting sessions from the #INSHRM conference next week for my HR buds who cannot attend! If you are there I want to meet you



1



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9

**Craig Frazier, SPHR** @craig_frazier · 25 Aug 2016Replying to @theHRTalent @HRTalentAdvisor
Really???:@InFullBloomUS @c0nvey @HillaryClinton

1

**Craig Frazier, SPHR** @craig_frazier · 25 Aug 2016

Thanks for following me @LexiMcHR!



1

**Craig Frazier, SPHR** @craig_frazier · 25 Aug 2016

One of the best business/life books I have ever read is Extreme Ownership by Leif Babin & Jocko Willink. This book will change your career!



1



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[Top](#) [Latest](#) [People](#) [Photos](#) [Videos](#) [News](#) [Broadcasts](#)**Craig Frazier, SPHR** @craig_frazier · 25 Aug 2016

Replying to @thaddeusrex

- yes I am in for the whole thing....really looking forward to hearing Seth Godin. Look me up if you come.



1



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**Craig Frazier, SPHR** @craig_frazier · 24 Aug 2016

Replying to @thaddeusrex

- great! Staying busy as usual. Hopefully will catch you next year at the conference!



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**Craig Frazier, SPHR** @craig_frazier · 24 Aug 2016

Replying to @thaddeusrex

- hey my friend...are we going to see you at #INSHRM this year???



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**Craig Frazier, SPHR** @craig_frazier · 24 Aug 2016

Replying to @ErinMStevens

- awesome! Hopefully I will run into you and the crew next week!



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**Craig Frazier, SPHR** @craig_frazier · 24 Aug 2016

@ErinMStevens - are you going to #INSHRM this year?



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**Craig Frazier, SPHR** @craig_frazier · 24 Aug 2016

Thanks for the follows @katierowland72 and @AdamJBarn. See you guys next week at #INSHRM would love to meet you both!



1

**Craig Frazier, SPHR** @craig_frazier · 20 Aug 2016

In HR it is important to plan for different possibilities without letting the what-ifs paralyze you from moving on to the next project.



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**Craig Frazier, SPHR** @craig_frazier · 20 Aug 2016

Any of my HR buds on Twitter planning to attend the HR Indiana conference at the end of the month??? #HRIndiana16



2

**Craig Frazier, SPHR** @craig_frazier · 20 Aug 2016



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[Top](#) [Latest](#) [People](#) [Photos](#) [Videos](#) [News](#) [Broadcasts](#)**Craig Frazier, SPHR** @craig_frazier · 27 Jun 2016Will Congress Apply the Overtime Rule to Itself? shar.es/1I0TGD via [@SHRM](#)**Craig Frazier, SPHR** @craig_frazier · 19 May 2016After fighting through compliance issues on ACA for the last year, the DOL has now released new overtime rules for us. [#GottaLoveHR](#)**Craig Frazier, SPHR** @craig_frazier · 31 Mar 2016The politicians in this administration are making it extremely difficult to operate a business....regulations...wow! [#ACA](#) [#FLSA](#)**Craig Frazier, SPHR** @craig_frazier · 25 Mar 2016Watching through some old adventures & your #1 fan had a message for you [@iBallisticSquid](#) [#EnderDragon](#) [#Minecraft](#)**Craig Frazier, SPHR** @craig_frazier · 2 Mar 2016Replying to [@TimSackett](#)[@TimSackett](#) - I look forward to reading it! Thanks! [#HRStuff](#) [@JellyvisionALEX](#)

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**Craig Frazier, SPHR** @craig_frazier · 2 Mar 2016Hey [@TimSackett](#)! I just read the "Delivering Benefits Bad News" ebook you wrote & I got a lot out of it. Thanks for the solid advice!

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**Craig Frazier, SPHR** @craig_frazier · 9 Feb 2016

Cam Newton displays many of the millennial traits that frustrate today's hiring managers. What do you think?



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Top Latest People Photos Videos News Broadcasts**Craig Frazier, SPHR** @craig_frazier · 9 Nov 2015Report: DHS spends \$1B to digitize, only 1 immigration form available online | fxn.ws/1WM571j**Craig Frazier, SPHR** @craig_frazier · 6 Nov 2015

Replying to @Epic_CV

@Epic_CV - awesome info my friend!

**Craig Frazier, SPHR** @craig_frazier · 6 Nov 2015Where Will You Lead - eepurl.com/bFgqNz**Craig Frazier, SPHR** @craig_frazier · 6 Nov 2015

Replying to @AnnaMamalaki

@AnnaMamalaki - you as well Anna! @ActivAbsence



1

**Craig Frazier, SPHR** @craig_frazier · 6 Nov 2015

Replying to @bradgalin

@bradgalin - I really liked the online format and the speakers were great. It was well done.

**Craig Frazier, SPHR** @craig_frazier · 5 Nov 2015

Replying to @bamboohr

@bamboohr - #Elevate2015 was AWESOME! Loved the format and fantastic speakers. #kudos

**Craig Frazier, SPHR** @craig_frazier · 5 Nov 2015

DAVE ULRICH - COMPETING THROUGH ORGANIZATION: TALENT, LEADERSHIP, AND CULTURE. #elevate2015 via @BambooHR



1

**Craig Frazier, SPHR** @craig_frazier · 5 Nov 2015

RICHARD SHERIDAN - BUILD A WORKPLACE PEOPLE LOVE – JUST ADD JOY #elevate2015 via @BambooHR

**Craig Frazier, SPHR** @craig_frazier · 5 Nov 2015

The best team leaders help people get better. Provide coaching not feedback. #elevate2015 via @BambooHR



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**Craig Frazier, SPHR** @craig_frazier · 5 Nov 2015

LinkedIn knows more about your employees than you do! #elevate2015 via @BambooHR

**Craig Frazier, SPHR** @craig_frazier · 5 Nov 2015

What are our best teams doing and how do we become more like them? Marcus Buckingham #elevate2015 via @BambooHR

**Craig Frazier, SPHR** @craig_frazier · 5 Nov 2015

MARCUS BUCKINGHAM - STRENGTHS-DRIVEN PERFORMANCE #elevate2015 via @BambooHR



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9

**Craig Frazier, SPHR** @craig_frazier · 5 Nov 2015

Awesome speakers at HR leadership event online! RT if you are participating in #elevate2015 via @BambooHR.



3

**Craig Frazier, SPHR** @craig_frazier · 5 Nov 2015

MATT DIXON - THE NEW HIGH-PERFORMER: WHY CHALLENGERS SUCCEED #elevate2015 via @BambooHR



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**Craig Frazier, SPHR** @craig_frazier · 5 Nov 2015

Any of my twitter buds from #INSHRM on the #Elevate2015 web conference? @IN_SHRM



1

**Craig Frazier, SPHR** @craig_frazier · 5 Nov 2015

Awesome event so far at #Elevate2015 - HR folks come join us for free recert credits for SHRM and HRCI!



3

4

**Craig Frazier, SPHR** @craig_frazier · 5 Nov 2015Replying to @thelupusrainbow
@thelupusrainbow - agreed! @suzannechung**Craig Frazier, SPHR** @craig_frazier · 5 Nov 2015

Check out #Elevate2015 today for free live webinars w/ SHRM and HRCI recertification credits. via @HRDailyAdvisor



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#DreamTeam #KBARocks #CharlotteJobs



Craig Frazier, SPHR @craig_frazier · 21 Sep 2015
What Makes an Employee Happy? [INFOGRAPHIC]



1



Craig Frazier, SPHR @craig_frazier · 21 Sep 2015
Replying to @allenstarrett
[@allenstarrett](#) - Thanks!!! [@CBJEvents](#) [@KBAtpa](#)



1



Craig Frazier, SPHR @craig_frazier · 21 Sep 2015
The fun continues: More of Charlotte's Best Places to Work revealed including [@KBAtpa](#) bizjournals.com/charlotte/news... via [@CBJnewsroom](#)



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**Craig Frazier, SPHR** @craig_frazier · 21 Sep 2015

In celebration of KBA being named a 2015 Best Place to Work, @CBJEvents sent some treats! #CBJBestPlaces @KBAtpa



2

**Craig Frazier, SPHR** @craig_frazier · 12 Sep 2015"Recognizing & Empowering Teamwork" by @craig_frazier on @LinkedIn [linkedin.com/pulse/recoaniz...](https://www.linkedin.com/pulse/recoaniz...)

2

**Craig Frazier, SPHR** @craig_frazier · 7 Sep 2015

Last minute shopping @Target today!!! #LaborDay #TargetDog





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**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2015

@SHRMBooks - sure thing! I will pull something together for review after we get going. I would love to help w/ content on this topic. :)

**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2015

Replying to @drewcherryshow

@drewcherryshow - awesome...thanks Drew! Good catching up with you at the @IN_SHRM conference! #INSHRM

**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2015

@SHRMBooks - planning to engage & develop management w/ leadership books & discussion. #VoluntaryDevelopment @SHRMStore @HRMagSHRM



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**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2015

Starting a book club here at work and kicking it off with the ever relevant "Good to Great" - anyone have any other suggestions?



1

**Craig Frazier, SPHR** @craig_frazier · 28 Aug 2015

Back atcha @sbrownehr !

Steve Browne @sbrownehr

Folks who make #HR better !! @craig_frazier @AnneCecileGrbr @JennyDeVaughn @StacyZapar @OD_optimist @nicky_t @CrescitaHR_OD @InNateHR #FF



1

**Craig Frazier, SPHR** @craig_frazier · 27 Aug 2015

Awesome time with my #HR team the #INSHRM this year! Great event @IN_SHRM!!!!





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**Craig Frazier, SPHR** @craig_frazier · 26 Aug 2015

@KEYDifference - I need customer service please contact me back.

**Craig Frazier, SPHR** @craig_frazier · 26 Aug 2015

Replying to @nicolebieker

@nicolebieker - haha awesome! Would love to hear what you are reading. I am re-reading Good to Great now. @IN_SHRM @JohnCMaxwell

**Craig Frazier, SPHR** @craig_frazier · 26 Aug 2015

Geeking out over #INSHRM speaker John Maxwell. #Leadership #HRPositive



1 4 4

**Craig Frazier, SPHR** @craig_frazier · 26 Aug 2015

Replying to @JayKrishnan

@JayKrishnan - excellent presentation on employee communication! Well done! #INSHRM @guidespark

1

**Craig Frazier, SPHR** @craig_frazier · 26 Aug 2015

I am at the cool table at #INSHRM!!! Ready for the #JohnMaxwell keynote!

from:craig_frazier

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Getting ready for the keynote with @JohnMaxwellTeam at #INSHRM!!!

[Reply](#) [Retweet](#) 1**Craig Frazier, SPHR** @craig_frazier · 26 Aug 2015

Will @IceMillerLLP have a funny video at the keynote this year? #BigQuestions #INSHRM

[Reply](#) [Retweet](#)**Craig Frazier, SPHR** @craig_frazier · 26 Aug 2015

In 2014 the average cost of a data breach resulted in a cost of \$5.9 million dollars to the affected business. @IceMillerLLP #Wow #INSHRM

[Reply](#) [Retweet](#) 1 2**Craig Frazier, SPHR** @craig_frazier · 26 Aug 2015

Data Breach: 2 types of companies...those that have been hacked and those that will be. Do you have a plan? #INSHRM

[Reply](#) [Retweet](#)**Craig Frazier, SPHR** @craig_frazier · 26 Aug 2015

@ErinMStevens - did you survive the night?!? #HydrationIsKey ;)

[Reply](#) 1 [Retweet](#) 1**Craig Frazier, SPHR** @craig_frazier · 26 Aug 2015

Wow...crazy good session on employee communication and ways to reach a



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[Top](#) [Latest](#) [People](#) [Photos](#) [Videos](#) [News](#) [Broadcasts](#)**Craig Frazier, SPHR** @craig_frazier · 26 Aug 2015

Cutting Edge Communication: no "one size fits all" - use multiple forms of communication to reach all employees. #INSHRM



1

**Craig Frazier, SPHR** @craig_frazier · 26 Aug 2015

How are you communicating your compensation strategy to employees? Don't assume employees understand how it works. #INSHRM

**Craig Frazier, SPHR** @craig_frazier · 26 Aug 2015

Top performers should earn 1.5 to 2 times more on their annual merit increases than average performers. #INSHRM #BestPractices

**Craig Frazier, SPHR** @craig_frazier · 26 Aug 2015

Kicking off Wednesday at #INSHRM with a session on rewards & compensation! How to keep top performers with Rich Sperling & Neil Lappley



1

**Craig Frazier, SPHR** @craig_frazier · 25 Aug 2015

For sure!!!

Michael Townsend @MikeTownsend28

Replying to @craig_frazier

@craig_frazier @ErinMStevens @AngieJB123 @bradgalin @hrwood1021

Great meeting you Craig! We need to stay connected after #INSHRM

**Craig Frazier, SPHR** @craig_frazier · 25 Aug 2015

Great meeting these awesome HR folks in person today at #INSHRM!!! --> @ErinMStevens @AngieJB123 @MikeTownsend28 @bradgalin @hrwood1021



2



3

**Craig Frazier, SPHR** @craig_frazier · 25 Aug 2015

Replying to @ErinMStevens

@ErinMStevens - grabbing dinner tonight with a vendor to discuss employee rewards & recognition. Thx for the invite! @bradgalin



1

**Craig Frazier, SPHR** @craig_frazier · 25 Aug 2015

Replying to @MikeTownsend28

@MikeTownsend28 - no doubt!





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Lunch plans? @MikeTownsend28 @ErinMStevens @drewcherryshow
@bradgalin



2



1



Craig Frazier, SPHR @craig_frazier · 25 Aug 2015



Magic Words: avoid saying "yes, but" and instead use "yes, and" #INSHRM
#HRPositive



2

2



Craig Frazier, SPHR @craig_frazier · 25 Aug 2015



Listening to understand is parking YOUR agenda & showing respect for the
person talking. #INSHRM



1



Craig Frazier, SPHR @craig_frazier · 25 Aug 2015



Work with other departments to create engagement and innovation opportunities.
How can #HR facilitate this process? #INSHRM



2



Craig Frazier, SPHR @craig_frazier · 25 Aug 2015



Replying to @bradgalin
@bradgalin - awesome idea! #Innovation #Engagement



1



Craig Frazier, SPHR @craig_frazier · 25 Aug 2015



Can facility design increase collaboration and innovation? #INSHRM



1



1



Craig Frazier, SPHR @craig_frazier · 25 Aug 2015



Elements of Engagement: Purpose, Self Direction, Mastery. Have fun & remove
risks so people can innovate with no downside. Bret Huff #INSHRM



3



Craig Frazier, SPHR @craig_frazier · 25 Aug 2015



Replying to @sbrownehr
@sbrownehr - wish you were here! #INSHRM @TelaErdell @ajshettle
@ldausend @dot23scott @paiqeph @megan_K_AT @JessLStephenson



3



Craig Frazier, SPHR @craig_frazier · 25 Aug 2015



Innovation - the successful development of creative ideas of all kinds within an
organization. Terri Grant #EliLilly #INSHRM



2



Craig Frazier, SPHR @craig_frazier · 25 Aug 2015



Favorite #INSHRM session so far with @thaddeusrex on branding and charisma.
Everyone actually clapped at the end of the session! @IN_SHRM



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[Top](#) [Latest](#) [People](#) [Photos](#) [Videos](#) [News](#) [Broadcasts](#)**Craig Frazier, SPHR** @craig_frazier · 24 Aug 2015

@susancain - excellent opening keynote today at #INSHRM well done! You have given us much to ponder #Introverts



1

**Craig Frazier, SPHR** @craig_frazier · 24 Aug 2015

Hoping to run into you guys before the conference is over...great start today!

@bradgalin @AngieJB123 @ErinMStevens



2

**Craig Frazier, SPHR** @craig_frazier · 24 Aug 2015

Awesome day today at the #INSHRM conference! Great speakers, food, vendors and HR folks... #HRNerdHeaven



3

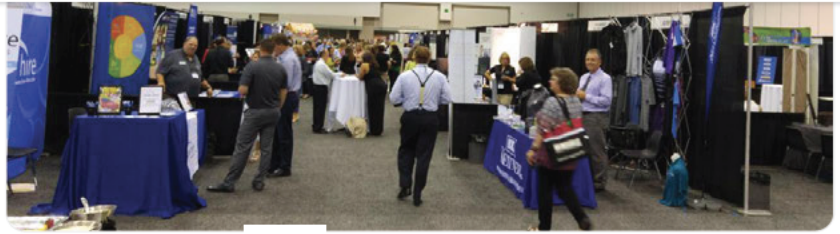
**Craig Frazier, SPHR** @craig_frazier · 24 Aug 2015

After conference night life...view across the street. #INSHRM #Baseball

**Craig Frazier, SPHR** @craig_frazier · 24 Aug 2015

Wow...this exhibit hall is iammina!!! #INSHRM

from:craig_frazier

[Top](#) [Latest](#) [People](#) [Photos](#) [Videos](#) [News](#) [Broadcasts](#)[1](#)**Craig Frazier, SPHR** @craig_frazier · 24 Aug 2015

HR Conference Tip: invest some time actually speaking to the vendors...lots of valuable info to be had! #INSHRM #ShowSomeLove

[1](#)**Craig Frazier, SPHR** @craig_frazier · 24 Aug 2015

Ken Yerkes giving us all the current and trending legal updates for 2015. #INSHRM #NiceSuit

[1](#)**Craig Frazier, SPHR** @craig_frazier · 24 Aug 2015

Filling up for the opening keynote from @susancain #INSHRM

[2](#)**Craig Frazier, SPHR** @craig_frazier · 24 Aug 2015

All checked in and pumped to get the #INSHRM conference started! @IN_SHRM





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**Craig Frazier, SPHR** @craig_frazier · 22 Aug 2015

Getting excited for the #INSHRM conference this week!!! @IN_SHRM



2

**Craig Frazier, SPHR** @craig_frazier · 15 Aug 2015

@KEYDifference - I need to know what is going on with my account with you guys ASAP. Haven't heard from anyone in a while.

**Craig Frazier, SPHR** @craig_frazier · 13 Aug 2015Hey Charlotte - We designed a special Fiber tee that we'd love to share with you: g.co/fiber/charlott... via @GoogleFiber #FiberIsComing**Craig Frazier, SPHR** @craig_frazier · 13 Aug 2015

I support #HRCI certification for HR professionals! #HRCVoices

**Craig Frazier, SPHR** @craig_frazier · 11 Aug 2015

@ThatsGoodHR - looking forward to seeing you guys at #INSHRM this year!

**Craig Frazier, SPHR** @craig_frazier · 9 Aug 2015

Instead of always focusing on climbing the corporate ladder try asking yourself..."do I provide as much value to my company as what I cost"?

**Craig Frazier, SPHR** @craig_frazier · 7 Aug 2015

Replying to @TBStaffing

@TBStaffing - you guys were awesome at the event last year...looking forward to connecting again! @IN_SHRM

**Craig Frazier, SPHR** @craig_frazier · 7 Aug 2015

@kellymillspaugh I am going....totally excited about it! #INSHRM @susancairn



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**Craig Frazier, SPHR** @craig_frazier · 7 Aug 2015



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**Craig Frazier, SPHR** @craig_frazier · 31 Jul 2015

Replying to @ImSoSarah

@ImSoSarah - love this...so awesome. @MKEJake @happywivesclub

**Craig Frazier, SPHR** @craig_frazier · 31 Jul 2015

Replying to @sbrownehr

@sbrownehr - thanks Steve! #FF @EmilieMeck @paige_rasega
@GabbyVanAlstine @JayneHarrison3 @JasonLauritsen @joegerstandt**Craig Frazier, SPHR** @craig_frazier · 24 Jul 2015How To Write An Ebook | Turning your expertise into digital products
scl.io/JWqwrBxF via @getsocial_io**Craig Frazier, SPHR** @craig_frazier · 24 Jul 2015Changing Landscape in Insurance: Health Insurer Anthem to Buy Cigna in
\$54.2B Deal | fxn.ws/1CU5Ae6**Craig Frazier, SPHR** @craig_frazier · 23 Jul 2015By the time you read this, I'll be shaving with my amazing new razor from
@DollarShaveClub. shaved.by/cBOJS shaved.by/cBOKG**Craig Frazier, SPHR** @craig_frazier · 23 Jul 2015Overtime Proposed Rule from DOL Will Result in 'Hard Choices' for Some
Employers shar.es/1slymv via @SHRM #Exempt #NonExempt**Craig Frazier, SPHR** @craig_frazier · 23 Jul 2015EXCLUSIVE: Entire US national security system possibly compromised by year-
long cyber-assault | fxn.ws/1CSdDli**Craig Frazier, SPHR** @craig_frazier · 23 Jul 2015Some quality nerd stuff here...Physics Says Tiny Ant-Man Should Be Running
Weirder wired.com/2015/07/physic... via @WIRED**Craig Frazier, SPHR** @craig_frazier · 23 Jul 2015

Replying to @bradgalin

@bradgalin - thanks I appreciate it! Looking forward to the @IN_SHRM
conference this year! @ErinMStevens @AnaieJB123



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**Craig Frazier, SPHR** @craig_frazier · 17 Jul 2015

"Why Free is Best: The Employee Recognition Paradox" by @maketheirday on @LinkedIn [linkedin.com/pulse/why-free...](https://www.linkedin.com/pulse/why-free...)

1

**Craig Frazier, SPHR** @craig_frazier · 16 Jul 2015

Good advice...just don't harass the poor HR contact. #Persistence [twitter.com/LisaRangel/sta...](https://twitter.com/LisaRangel/status...)

This Tweet is unavailable.

**Craig Frazier, SPHR** @craig_frazier · 16 Jul 2015

Anyone using a rewards & recognition platform they can recommend?

**Craig Frazier, SPHR** @craig_frazier · 15 Jul 2015

Replying to @sbrownehr

@sbrownehr - is that Johnny Depp? Lol... @animal @JohnSumser @SylvieDahl @barben2

2

**Craig Frazier, SPHR** @craig_frazier · 15 Jul 2015

Amazon's wind farm in North Carolina will generate jobs along with energy. bizjournals.com/charlotte/blog... via @CBJnewsroom

1

**Craig Frazier, SPHR** @craig_frazier · 15 Jul 2015

Forbes: North Carolina is among 'states where women earn the least' #NotGood bizjournals.com/charlotte/blog... via @CBJnewsroom

**Craig Frazier, SPHR** @craig_frazier · 14 Jul 2015

@DemaryiusT - you really need more than 13 million a year??? Cmon man!!! You are hurting the team. #Selfish #DenverBroncos

**Craig Frazier, SPHR** @craig_frazier · 14 Jul 2015

Replying to @kazoo_HR

@youearnedit - thanks! I just requested a demo too. Looking forward to taking a peek at the platform!

1

**Craig Frazier, SPHR** @craig_frazier · 10 Jul 2015

Wow! Hackers stole Social Security numbers from 21.5 million, gov't admits |

from:craig_frazier

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Pet Peeve: Recruiters that leave a message and act like a candidate in order to get a call back. #Dishonest

**Craig Frazier, SPHR** @craig_frazier · 8 Jul 2015Which Are The Best Cities For Your Next Career??? These Cities Have Recovered Most Since the Recession glassdoor.com/research/the-r... #CharlotteJobs

1

**Craig Frazier, SPHR** @craig_frazier · 6 Jul 2015

Replying to @hrindianashrm

@IN_SHRM - I would love to see a list of those I could follow and or be involved. Thanks!



1



1

**Craig Frazier, SPHR** @craig_frazier · 6 Jul 2015

@IN_SHRM - is there a twitter team for the #INSHRM conference this year?

**Craig Frazier, SPHR** @craig_frazier · 1 Jul 2015

Anyone else registered for #INSHRM yet? Looking forward to hearing John Maxwell and others... @IN_SHRM

HR INDIANA 2015
ANNUAL CONFERENCE

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@IN_SHRM

#INSHRM

Featuring
John Maxwell
Closing Keynote Speaker

sponsored by
IceMiller

August 24-26, 2015
JW Marriott Indianapolis & Indiana Convention Center
Indianapolis, Indiana

NEW!
Included in your conference registration is our 2015 entertainment: John Maxwell, winner of NBC's "The Voice"

Susan Cain
Author of "Quiet: The Power of Introverts"
Opening Keynote Speaker

Marina Gerbis
Futurist and Social Scientist
Masters Series Speaker

Ken Yerkes
Everything Legal
Moderator
BARNES & NOBLE

NEW!
Included in your conference registration is our 2015 entertainment: John Maxwell, winner of NBC's "The Voice"



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RT The Job Applicant Didn't Tell Us She Is Pregnant bit.ly/1JomgcZ
@EvilSkippySays



1

**Craig Frazier, SPHR** @craig_frazier · 30 Jun 2015

Jealous of my fellow HR folks enjoying the epic #SHRM15 conference this year. Someone take notes for me!!!



1

**Craig Frazier, SPHR** @craig_frazier · 30 Jun 2015

Replying to @Epic_CV

@Epic_CV - great article on the proper length of a resume given different situations. Nicely done.



1



1

**Craig Frazier, SPHR** @craig_frazier · 23 Jun 2015

Welcome to the family Victoria Grace!

**Craig Frazier, SPHR** @craig_frazier · 22 Jun 2015

How Great Companies Create Jobs We LOVE blog.eskill.com/jobs-we-love/ via @eSkillCorp



1

**Craig Frazier, SPHR** @craig_frazier · 22 Jun 2015

Charlotte makes Forbes list of best cities for paycheck value bizjournals.com/charlotte/blog... via @CBJnewsroom

**Craig Frazier, SPHR** @craig_frazier · 19 Jun 2015

@johnphudson - NICE! @SlalomChicago



1



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- [#HRComplianceNightmare](#) [ixn.ws/1EePmVj](#)
-  **Craig Frazier, SPHR** @craig_frazier · 16 Jun 2015 ✓
@CrescendoCara - hey Cara...thanks for the follow! Nice to connect with you.
-  **Craig Frazier, SPHR** @craig_frazier · 15 Jun 2015 ✓
Any real people on today or am I tweeting to all the robots? [#RealConnections](#)
-  **Craig Frazier, SPHR** @craig_frazier · 13 Jun 2015 ✓
Replying to @hrindianashrm
@IN_SHRM - yep...looking forward to it! [#INSHRM](#)
-  **Craig Frazier, SPHR** @craig_frazier · 13 Jun 2015 ✓
Replying to @PurpleInkHR
[@PurpleInkHR](#) - looking forward to the session! The [#INSHRM](#) conference is an awesome one every year! @IN_SHRM
-  **Craig Frazier, SPHR** @craig_frazier · 13 Jun 2015 ✓
So...I am interested to hear what kind of tv shows other HR folks are into. Any favorites?
-  **Craig Frazier, SPHR** @craig_frazier · 12 Jun 2015 ✓
Replying to @SabrinaLBaker
[@SabrinaLBaker](#) - I can't believe we are almost halfway through the year already! [#TimeFliesInHR](#)
-  **Craig Frazier, SPHR** @craig_frazier · 12 Jun 2015 ✓
Looking for some recommendations for good HR people to follow on twitter...suggestions?
-  **Craig Frazier, SPHR** @craig_frazier · 12 Jun 2015 ✓
Replying to @LGUSAMobile
[@LGUSAMobile](#) - just got my free microSD card and extra battery in the mail today! Great promo for an AWESOME phone! [#LGG4](#) [#Thanks](#)
-  **Craig Frazier, SPHR** @craig_frazier · 12 Jun 2015 ✓
Largest Data Breach in Federal Govt History: Hackers nabbed data on every federal employee, union claims [fyn.wel1Qek7uK](#)



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[Top](#) [Latest](#) [People](#) [Photos](#) [Videos](#) [News](#) [Broadcasts](#)**Craig Frazier, SPHR** @craig_frazier · 11 Jun 2015

Don't penalize the many for the mistakes of the few. - Hubspot Culture Code



2

**Craig Frazier, SPHR** @craig_frazier · 10 Jun 2015

Anyone out there use #Highground for rewards & recognition program? Scoping out feedback before making the leap.

**Craig Frazier, SPHR** @craig_frazier · 10 Jun 2015

Replying to @JohnSumser

@JohnSumser - sweet!

**Craig Frazier, SPHR** @craig_frazier · 10 Jun 2015

Taking initiative and working ahead is one of the most underrated ways to turbocharge your career.

**Craig Frazier, SPHR** @craig_frazier · 10 Jun 2015

Working on the "Healthiest100 Workplaces" submission today for my company @KBAtpa. What interesting project are you working on today?

**Craig Frazier, SPHR** @craig_frazier · 9 Jun 2015

@williamtincup - thanks for the follow...I have enjoyed your tweets.



1



1

**Craig Frazier, SPHR** @craig_frazier · 9 Jun 2015

Replying to @sandyspadaro

@sandyspadaro - lots of jobs in a short time has always been a red flag for me although the industry can make a difference.

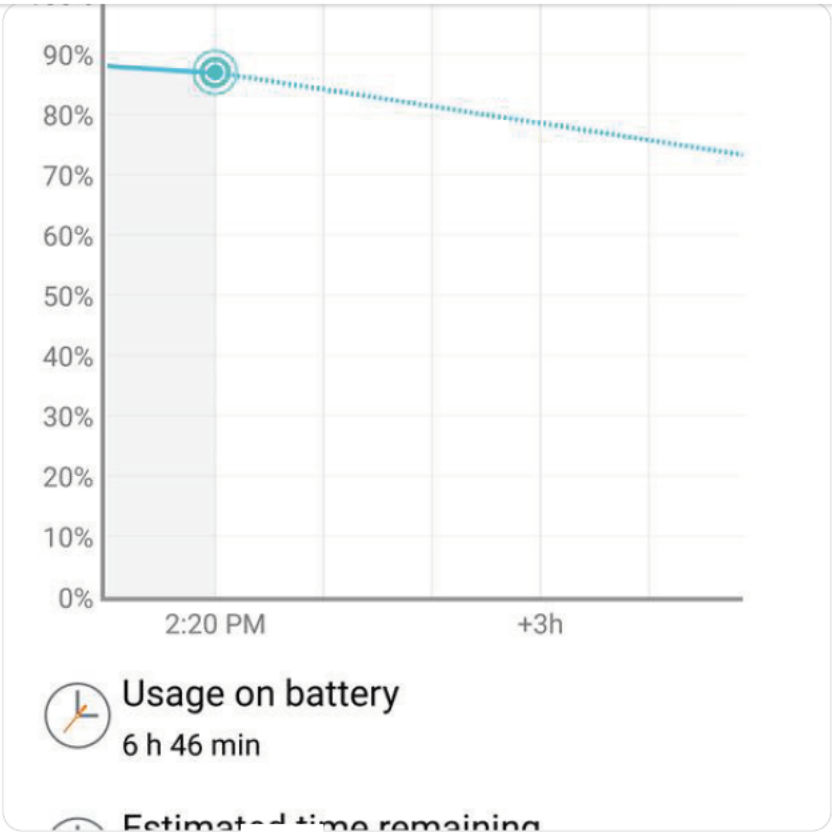
**Craig Frazier, SPHR** @craig_frazier · 8 Jun 2015Good advice for you recruiters out there that are calling us HR folks....7 Self-Sabotaging Sales Script Choices - go.shr.lc/1QETUwA**Craig Frazier, SPHR** @craig_frazier · 8 Jun 2015

Working on some job descriptions, onboarding 25 new hires and attending a #CASHRM meeting on Big Data...what's on your list today?

**Craig Frazier, SPHR** @craig_frazier · 7 Jun 2015

from:craig_frazier

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Craig Frazier, SPHR @craig_frazier · 1 Jun 2015

Playing with the camera on my new [#LGG4](#) today. Crazy awesome camera on this thing...wow!



3



Craig Frazier, SPHR @craig_frazier · 1 Jun 2015

Replying to @buzzjensen

@buzzjensen - beautiful phone w/ tan leather back...ridiculously awesome camera. I love it! [# LG4](#) @LGUSAMobile @TMobile



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Top Latest People Photos Videos News Broadcasts**Craig Frazier, SPHR** @craig_frazier · 26 May 2015

I just registered for early access to Canva for Work. Join the waiting list!
about.canva.com/work/?ref=ca81...

**Craig Frazier, SPHR** @craig_frazier · 24 May 2015

Replying to @buzzjensen

@buzzjensen - still waiting for my #LGG4 ...put in a word for me! Looks awesome! @TMobile @LGUSAMobile @G4Preview



1

**Craig Frazier, SPHR** @craig_frazier · 22 May 2015

Replying to @sbrownehr

@sbrownehr - are you going to the Indianapolis SHRM conference in the fall? Working on getting a crew together for that one.

**Craig Frazier, SPHR** @craig_frazier · 22 May 2015

Party animal posts on social media put off 68% of employers - Recruitment Grapevine bit.ly/1Q1u4m6

**Craig Frazier, SPHR** @craig_frazier · 19 May 2015

Replying to @askdes

@askdes - they need to send that bus to Charlotte!!! @G4Preview

**Craig Frazier, SPHR** @craig_frazier · 14 May 2015

One of my favorite HR tools for easy infographics or to create open enrollment posters. canva.com



1

**Craig Frazier, SPHR** @craig_frazier · 10 May 2015

Replying to @SuperSaf

@SuperSaf - thanks...good to know!

**Craig Frazier, SPHR** @craig_frazier · 10 May 2015

Replying to @SuperSaf

@SuperSaf - thanks for the vid. The screen on th G4 looked much darker than the S6....we're they both on max brightness?



1

**Craig Frazier, SPHR** @craig_frazier · 7 May 2015

Replying to @askdes

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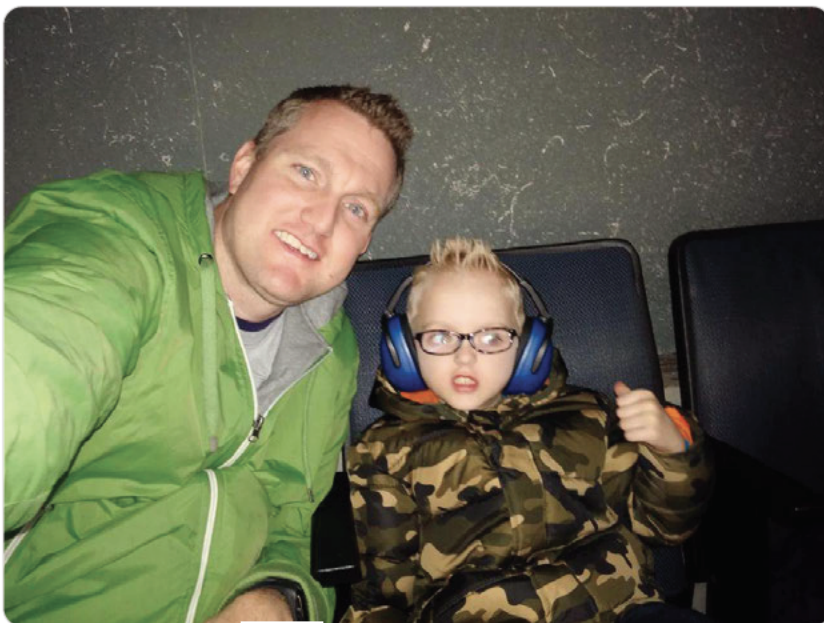
Craig Frazier, SPHR @craig_frazier · 17 Feb 2015

@USPS - I thought USPS mail delivery was rain or shine??? 6:13pm and still no delivery....govt funded efficiency at its best. @USPSHelp



Craig Frazier, SPHR @craig_frazier · 10 Jan 2015

Fun at the Monster Jam Truck Show with my buddy! #MyMonsterJam



Craig Frazier, SPHR @craig_frazier · 5 Jan 2015

Key Benefit Administrators Reviews | Glassdoor [glassdoor.com/Reviews/Key-Be](https://www.glassdoor.com/Reviews/Key-Benefit-Administrators-Reviews-E1107267.htm)



Craig Frazier, SPHR @craig_frazier · 16 Dec 2014

Current Career Opportunities at Key Family of Companies [#jobs](#) [#IndyJobs](#)
[#CharlotteJobs](#) [keybenefit.applicantpro.com/jobs/](#)



Craig Frazier, SPHR @craig_frazier · 16 Dec 2014

#HiringStrategy #HRJokes muskokastaffing.com/2013/07/joke-o...



Craig Frazier, SPHR @craig_frazier · 12 Dec 2014

NLRB announces "Ambush Elections" rule.
[links.shrm.mkt6744.com/servlet/MailView...](http://links.shrm.mkt6744.com/servlet/MailView)





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Top Latest People Photos Videos News BroadcastsServices Indianapolis, IN. US [#jobs applicantpro.com/j/168137](#)**Craig Frazier, SPHR** @craig_frazier · 13 Nov 2014

@KBAtpa does it again! Best Places to Work Charlotte awards ceremony.
[#CBJBestPlaces](#) @CBJEvents



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**Craig Frazier, SPHR** @craig_frazier · 3 Nov 2014

Replying to @JenniferMcClure

[@JenniferMcClure](#) - nope we are out here! :)

1



1

**Craig Frazier, SPHR** @craig_frazier · 27 Oct 2014

Any other HR folks dealing with obtaining a Health Plan Identifier (HPID) in compliance with the new healthcare law?

**Craig Frazier, SPHR** @craig_frazier · 25 Oct 2014

I crushed a 21 mile run with a pace of 10'04" with Nike + iPod. [#nikeplus: go.nike.com/0a410e8d](#)

**Craig Frazier, SPHR** @craig_frazier · 23 Oct 2014

Why We Love Working at Key Benefit Administrators: [youtu.be/CO4-hnU_X8U](#) via @YouTube

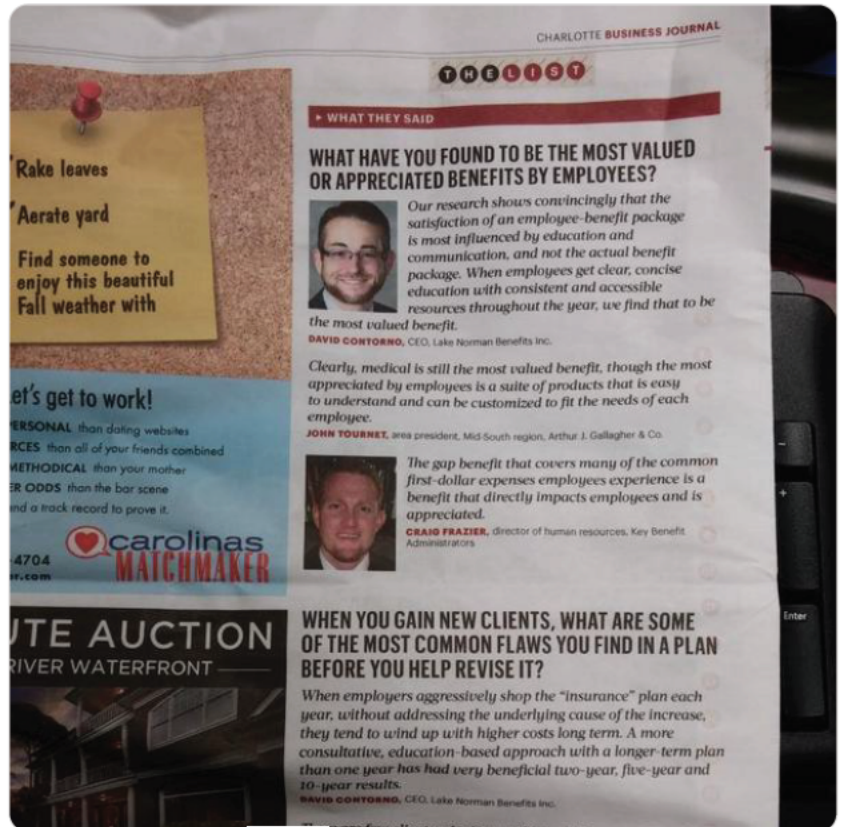
**Craig Frazier, SPHR** @craig_frazier · 22 Oct 2014

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Craig Frazier, SPHR @craig_frazier · 20 Oct 2014

I was quoted in the Charlotte Business Journal today discussing employee benefits & advantages of health plan @KBATpa


Craig Frazier, SPHR @craig_frazier · 17 Oct 2014

My company is HIRING! Learn about working at Key Benefit Administrators glassdoor.com/Overview/Worki... #CharlotteJobs #IndyJobs #BestPlaceToWork


Craig Frazier, SPHR @craig_frazier · 11 Oct 2014

I crushed a 18.5mi run with a pace of 9'46" with Nike + iPod. #nikeplus: go.nike.com/4utbrrc


Craig Frazier, SPHR @craig_frazier · 10 Oct 2014

Charlotte-area home sales up 15% in September bizjournals.com/charlotte/blog ... via @CBJnewsroom


Craig Frazier, SPHR @craig_frazier · 7 Oct 2014

Dream Job: Relationship Director - in the health care industry located near



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Top Latest People Photos Videos News Broadcasts**Craig Frazier, SPHR** @craig_frazier · 25 Sep 2014Labor Law Postings - Common Federal Posting Requirements. Good info. [Video Blog] blog.hr360.com/hr-blog/labor-...**Craig Frazier, SPHR** @craig_frazier · 25 Sep 2014Congrats @KBAtpa on making Charlotte region's Best Places to Work list! #CharlotteJobs #AwesomeJobs bizjournals.com/charlotte/news... via @CBJnewsroom**Craig Frazier, SPHR** @craig_frazier · 24 Sep 2014Key Benefit Administrators @KBAtpa announced as a 2014 Best Place to Work in Charlotte! @CBJEvents #CBJbestplaces bizjournals.com/charlotte/even...**Craig Frazier, SPHR** @craig_frazier · 20 Sep 2014I crushed a 15.0mi run with a pace of 10'08" with Nike + iPod. #nikeplus: go.nike.com/2bs59b**Craig Frazier, SPHR** @craig_frazier · 16 Sep 2014Are you too formal at work? shar.es/1a0wiS via @sharethis**Craig Frazier, SPHR** @craig_frazier · 15 Sep 2014AvidXchange to expand in Charlotte, adding 603 jobs and new HQ building bizjournals.com/charlotte/blog... via @CBJnewsroom

1

**Craig Frazier, SPHR** @craig_frazier · 7 Sep 2014

Replying to @KevinEpley

@KevinEpley - same to you Kevin! Thanks.

**Craig Frazier, SPHR** @craig_frazier · 2 Sep 2014The One Question to Ask in an Exit Interview on.wsj.com/VPvhXP

1

**Craig Frazier, SPHR** @craig_frazier · 2 Sep 20145 Tips to Improve (and Rock) Open Enrollment sentric.net/2014/08/08/5-t...**Craig Frazier, SPHR** @craig_frazier · 31 Aug 2014

Replying to @DanyellnHR

@thetalentpoolhr - nice to meet you Danyel @DaveTheHRCzar - thanks for the



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[Top](#) [Latest](#) [People](#) [Photos](#) [Videos](#) [News](#) [Broadcasts](#)**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2014

Replying to @ErinMStevens

@ErinMStevens - lol...no doubt! Me too. I need to be part of your cool HR posse next year.



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**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2014

@ErinMStevens - hey thanks for following....I saw your tweets throughout the #INSHRM event. Sorry we didn't connect.



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**Craig Frazier, SPHR** @craig_frazier · 29 Aug 2014

Replying to @Damon_Elmore

@Damon_Elmore - lol....we'll see...hooray for football!



1

**Craig Frazier, SPHR** @craig_frazier · 27 Aug 2014

Replying to @joegerstandt

@joegerstandt - awesome thanks. You guys rocked the #TalentAnarchy presentation...was my favorite session of the conference. #INSHRM



1

**Craig Frazier, SPHR** @craig_frazier · 27 Aug 2014

Replying to @suterlove

@suterlove - yep they are sweet. @IN_SHRM

**Craig Frazier, SPHR** @craig_frazier · 27 Aug 2014

@kahlrichs - great seeing you at the conference again this year Karl!

**Craig Frazier, SPHR** @craig_frazier · 27 Aug 2014

I am sitting at the "cool people" table! #OhYeah! #INSHRM



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Craig Frazier, SPHR @craig_frazier · 27 Aug 2014
Session with @KeithFriede - "Learning to lead is learning to be yourself."
#LeadershipFingerprint #INSHRM



Craig Frazier, SPHR @craig_frazier · 27 Aug 2014
Having fun and learning a ton at the #INSHRM conference day 3! Looking forward to the closing keynote today with business guru @tom_peters



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Craig Frazier, SPHR @craig_frazier · 27 Aug 2014
Starting off day 3 of the #INSHRM conference strong with wellness strategies for HR leaders.



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Craig Frazier, SPHR @craig_frazier · 26 Aug 2014
Replying to @nickmeadehr
@nickmeadehr - thanks Nick...let's connect on the onboarding piece in the next couple weeks. Great meeting you at #INSHRM @HRCloud



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Craig Frazier, SPHR @craig_frazier · 26 Aug 2014
Awesome time at the baseball game with my HR peeps from #INSHRMthanks to sponsor @TBStaffing



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Craig Frazier, SPHR @craig_frazier · 26 Aug 2014
@TalentAnarchy - favorite presentation of the day....just awesome! #INSHRM



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Wow! #INSHRM Anarchy..... #PartyOn



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Craig Frazier, SPHR @craig_frazier · 26 Aug 2014
#selfie at the @IndySHRM booth. Great conference! #INSHRM





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**Craig Frazier, SPHR** @craig_frazier · 26 Aug 2014

Next up: Finance for HR Managers....all about Finance so far on day 2 of the #INSHRM conference. #GoodStuff

**Craig Frazier, SPHR** @craig_frazier · 26 Aug 2014

Day 2 of #INSHRM conference...at the CFO panel learning where the financial folks are coming from and how HR can partner in common goals.

**Craig Frazier, SPHR** @craig_frazier · 25 Aug 2014

Great first day at the #INSHRM conference! Outstanding sessions, vendors, food and people. #HRRocks



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**Craig Frazier, SPHR** @craig_frazier · 25 Aug 2014

Replying to @AmyHRPro

@AmyHRPro - I think I am going to hit the treadmill early tomorrow... #MarathonTraining #INSHRM



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**Craig Frazier, SPHR** @craig_frazier · 25 Aug 2014

Replying to @futurethinktank

@futurethinktank - will do!





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Top Latest People Photos Videos News Broadcasts**Craig Frazier, SPHR** @craig_frazier · 25 Aug 2014

Great start to the #INSHRM with keynote speaker @LisaBodell Looking forward to another great conference!



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**Craig Frazier, SPHR** @craig_frazier · 25 Aug 2014

@LisaBodell - excellent presentation at #IndySHRM Looking forward to taking the strategies back to work!



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**Craig Frazier, SPHR** @craig_frazier · 14 Aug 2014

#IndyJobs twpr.me/DT6

**Craig Frazier, SPHR** @craig_frazier · 12 Aug 2014

I love @ApplicantPRO ! The system has paid for itself for the next 3 years with the \$\$\$ my team has saved from using it the first 6 months.

**Craig Frazier, SPHR** @craig_frazier · 8 Aug 2014Working at Key Benefit Administrators | Glassdoor
[glassdoor.com/Overview/Worki...](https://www.glassdoor.com/Overview/Working-at-Key-Benefit-Administrators-Work-Reviews-E1171417.htm)**Craig Frazier, SPHR** @craig_frazier · 31 Jul 2014A little old school Beastie Boys pulling me through another workout this morning!
#nikeplus: go.nike.com/9n8dssp**Craig Frazier, SPHR** @craig_frazier · 18 Jun 2014InMaps Visualized - inmaps.linkedinlabs.com/share/Craig_H...**Craig Frazier, SPHR** @craig_frazier · 14 Jun 2014I crushed a 4.1mi run with a pace of 10'20" with Nike + iPod. #nikeplus:
go.nike.com/073qdk47

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**Craig Frazier, SPHR** @craig_frazier · 20 May 2014Report: Nearly 40 percent of workers don't use allotted vacation time
bizjournals.com/charlotte/blog... via @CBJnewsroom**Craig Frazier, SPHR** @craig_frazier · 12 Feb 2013A Poor Dating Policy Could Break a Company's Heart—and Wallet | Latest News
- [Workforce.com: workforce.com/article/201302...](https://www.workforce.com/article/201302...)

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Craig Frazier, SPHR @craig_frazier · 1 May 2009
working on a website (www.theveastdiet.com) and about to watch a movie.



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